

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
WASHINGTON, D.C.**

SYSCO GRAND RAPIDS LLC,

Respondent/Employer,

and

**GENERAL TEAMSTERS UNION LOCAL
NO. 406, INTERNATIONAL BROTHERHOOD
OF TEAMSTERS,**

**Case: 07-CA-146820
07-CA-148609
07-CA-149511
07-CA-152332
07-CA-155882
07-CA-166479
07-RC-147973**

Charging Party/Petitioner.

**RESPONDENT SYSCO GRAND RAPIDS LLC'S SECOND RENEWED MOTION TO
REOPEN THE RECORD FOR LIMITED PURPOSE OF PRESENTING
ADDITIONAL EVIDENCE OF CHANGED CIRCUMSTANCES**

On April 28, 2017 and November 6, 2017, respectively, Respondent Sysco Grand Rapids, LLC ("Sysco") filed its initial and first renewed motion, pursuant to Section 102.48(b) of the Rules and Regulations of the National Labor Relations Board, requesting that the Board reopen the record in the above-captioned proceeding for the limited purpose of receiving new evidence of changed circumstances since the unfair labor practice trial. Sysco again renews those motions and adds in support of it the attached Declaration of Amy Campbell setting out recent changes. When that declaration is considered with those filed with the earlier motions and the evidence introduced in the trial, it becomes even more clear that the Board's failure to consider the turnover in the composition of the unit alone, much less supervisory turnover and passage of time, warrants a refusal to enforce any recommended bargaining order under applicable decisions of the Courts of Appeals having jurisdiction to enforce such an order.

Sysco incorporates the arguments made in support of its prior motions to which the Board is referred. They essentially are (1) that the law of the Circuit Courts of Appeal with jurisdiction to hear actions to review or enforce any decision in these cases is emphatically and consistently that the Board must consider circumstances at the time of its issuance of a category II *Gissel* order; and (2) that there have been sufficient changes of circumstances in this case to require Board consideration of them. Rather, Sysco will address new developments as to each argument.

In his responses to the first two arguments posed by Sysco (above), the General Counsel has attempted to rebut the first argument by reciting a Board ruling holding that

“evidence of changed circumstances, including employee and management turnover and passage of time . . . is not relevant to the issues before the Board in this case - whether the Act has been violated and if those violations . . . were sufficient to justify a bargaining order. *Novelis Corp.*, 369 NLRB No. 101 tr. 27 (2016)” General Counsel’s Response to Motion to Reopen, p. 2.

That response, essentially requesting the Board to ignore binding authority of the Courts of Appeal with jurisdiction to enforce its orders, precipitated the same result in *Novelis* which its acceptance would have here. In *Novelis Corp. v. NLRB*, 888 F.3d 100, (2nd Cir. 2018), the Circuit Court refused to enforce the recommended bargaining order adopted in the primary decision relied upon by the General Counsel. The Court expressed its rationale, saying

“The Board’s justifications for denying *Novelis*’ motions to reopen the record and failing to properly consider changed circumstances directly contradict the law of this Circuit . . . and

* * *

We have consistently vacated Board-issued bargaining orders where the Board failed to consider the impact of changed circumstances, including employee turnover, management turnover, and the passage of time.” 888 F.3d at 1189.

The General Counsel's second response to Sysco's prior requests that the Board cease ignoring the clear and repeated instructions by the Courts of Appeal having jurisdiction over this case is to the effect that the changes which Sysco wishes to prove are inadequate to vitiate a *Gissel* order. That argument misses the point. The Courts of Appeal demand that the Board consider the present circumstances rather than those in the distant past in deciding whether to order recognition without a new election. Here, the administrative law judge did less. He expressly refused to consider evidence of change of circumstances at all, and expressly rejected the precedent established by one of the reviewing courts. See, ALJ Decision, p. 39. If the Board refuses this motion, and it cannot consider the present circumstances when it reaches its decision, any decision granting a *Gissel* order is doomed to the same fate of *Novelis*.

The General Counsel's sufficiency argument is likewise met by the Court of Appeals decision in *Novelis*. There, the Court wrote:

"The expansion and turnover means that approximately one-third of *Novelis* employees who would be subject to the bargaining order, many of whom had never signed authorization cards, had no connection or exposure to the unfair labor practices. In prior cases, this Court found that similar levels of turnover compelled us to deny enforcement of bargaining orders. See. *e.g.*, *Marion Rohr Corp., Inc.*, 714 F.2d at 231 (bargaining order denied due to 35% turnover); *Chester Valley*, 652 F.2d at 263 (34% turnover led to denial of bargaining order)." 888 F.3d at 121.

Here, as shown by the latest declaration of Amy Campbell, the unit has expanded from the 162 members on December 18, 2014 at the time of the alleged card majority, to 190 as of May 31, 2018. Of those 190, only 114 were employed on December 18, 2014. Thus, a *Gissel* order means 40% of the unit of employees would have a representative thrust upon them without any say in the matter. The turnover in relevant management is more significant. Only five of the twelve direct supervisors of the unit remain, a turnover of sixty eight percent. Most significantly,

of those whose authorization cards were counted in the relied upon card majority, only 63 remain. Thus, only 33% of the present compliment had any say in whether or not the entire 190 employees will be represented by the Union. Finally, three and one-half years have elapsed. Any argument that these changes are not significant enough to warrant consideration is frivolous.

CONCLUSION

The Board has four choices with cases like this one, where the relevant Courts of Appeals have consistently refused to enforce Board orders which are necessarily based on an interpretation of the Act consistently rejected in those Courts' decisions – (1) The Board can defy the Courts and follow its *Novelis* and similar routinely rejected holdings that the present circumstances are not relevant; or (2) the Board can take the practical step of declining to follow its own precedent because doing so will necessarily result in a Court of Appeals refusal to enforce (See *Audubon Regional Medical Center*, 331 NLRB 374 (2000)); or (3) the Board can change its non-acquiescence rule and decide cases in accordance with the law of the Court of Appeals with jurisdiction over the case; or (4) the Board can overturn its precedent and adopt the Courts' interpretation of the Act, which, here, is that of all of the Courts of Appeals, except the Ninth.

Only the first course, knowingly flouting the Courts' clear holdings, would justify denial of this motion. That course, for reasons argued in prior motions and here, simply is wrong. It uselessly delays the end result by putting the parties through expensive litigation. It damages the Board's relationship with the Courts and its reputation with the public without accomplishing anything except exposing the Board to liability under the Equal Access to Justice Act. See, *Heartland Plymouth Court MI, LLC v. NLRB*, 838 F.2d 16 (D.C. Cir. 2018). This motion should be granted.

Respectfully submitted on this 15th day of June, 2018.

Respectfully submitted,

SYSCO GRAND RAPIDS LLC
By Counsel



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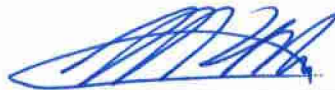
Email: forrest.roles@dinsmore.com

CERTIFICATE OF SERVICE

This is to certify that on this 15th day of June, 2018, I filed a copy of the **Respondent Sysco Grand Rapid LLC's Second Renewed Motion to Reopen the Record for Limited Purpose of Presenting Additional Evidence of Changed Circumstances** with the Executive Secretary of the NLRB using the Board's E-Filing System. I further certify that at the same time, I served a copy of the same on the Counsel for the General Counsel and the Charging Party's counsel of record as follows:

Colleen J. Carol
Counsel for the General Counsel
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DECLARATION OF AMY CAMPBELL

I, Amy Campbell, testify and declare the following under the penalty of perjury:

1. I am over twenty-one (21) years of age, am competent to testify as a witness, and have personal knowledge of the facts set forth in this declaration.
2. I am the same Amy Campbell who testified in the hearing before ALJ Rosas in *Sysco Grand Rapids, LLC and General Teamsters Union, Local No. 646, International Brotherhood of Teamsters*, Cases 07-CA-146820; 07-CA-148609; 07-CA-149511; 07-CA-152332; 07-CA-155882; 07-CA-166479; and 07-RC-147973, and who filed earlier declarations dated April 27, 2017 and November 6, 2017. I now have the same job, duties and authority described in that testimony. The purpose of this declaration is to update and supplement my testimony and declarations concerning changes in the composition of the unit established for the May 2015 election from December 18, 2014.
3. I have not been promised any benefit for providing this declaration, nor have I been threatened with any reprisal, detriment or adverse action had I chosen not to provide this declaration.
4. My employment is with Sysco Grand Rapids LLC ("Sysco"). I create and maintain or supervise the work of others in creating and maintaining the personnel records of Sysco. Attached to this declaration as Exhibit A are two sets of those records. One set is the New Hire Compliance Reports payroll records prepared by ADP, our payroll contractor, which shows the new hires or additions to the payroll for the periods shown. While these reports are not prepared by me or my department, they are records prepared for our benefit and use and our department has free access to them. The second set is composed of personnel/payroll change forms which are prepared by my office when people leave work at Sysco. All of these records are made in the course of regularly conducted activity of hiring and terminating personnel. It is

Sysco's regular practice to maintain these records of personnel changes. The payroll change forms are prepared contemporaneously with the event's occurrence. The New Hire Compliance reports are prepared in the week in which the addition to the payroll occurred. These records are prepared and maintained for the purpose of accurately compensating employees and to accurately report employment information to governmental agencies. They are prepared from information supplied by persons with personal knowledge of the events recorded. I rely upon records such as these in the performance of my job and have found them to be accurate. They reflect changes in the unit since my November 6, 2017 declaration.

Also attached to this declaration as Exhibit B is an Excel spreadsheet I prepared from these records, records attached to my April 27, 2017 and November 6, 2017 declarations, and records which support my earlier admitted testimony, Respondent's Exhibits 33 and 35, and the decision of ALJ Rosas. Pursuant to the direction of the ALJ, those records were supplied to Counsel for the General Counsel trying the case, and no objection to the identified exhibits based on the records was made. That spreadsheet shows the persons in the unit as of May 31, 2018; the persons who were employed there on December 18, 2014, and which among them had an authorization card introduced in evidence.

5. Since my last declarations, two additional direct supervisors of the unit have left employment at Sysco.

6. Sysco continues to advertise and hire for positions at the Grand Rapids facility, including hourly "production" and maintenance positions in the unit. Employees may be aware of this through a number of channels, including internal job postings on numerous internet job posting sites and social media channels.

7. I have reviewed the Stipulated Election Agreement concerning the May 2015 Union election at the Grand Rapids facility which includes a definition of the proposed bargaining unit and eligible voters.

8. Since September 30, 2017, the date used in my latest filed declaration, the Grand Rapids facility has hired new hourly “production”, maintenance, quality control, and shipping and receiving employees who were not employed here at that time. As of May 31, 2018, thirty-six (36) new employees hired after September 30, 2017, continue to be employed, and would have been included in the proposed bargaining unit as set forth in the Stipulated Election Agreement and would be eligible to vote in a rerun Union election at the Grand Rapids facility.

9. Of the one hundred ninety (190) persons employed in the unit as of May 31, 2018, one hundred fourteen (114) or 60% were employed there on December 18, 2014.

10. I have reviewed the list of individuals who were in the unit on December 18, 2014. Of the one hundred sixty-two (162) individuals who were then in the unit, a total of eighty four (84) were found to have signed authorization cards while employed as of that date. Of those card signers, sixty three (63) remain employed as of May 31, 2018. Those card signers constitute 33% of the employees in the unit as of May 31, 2018.

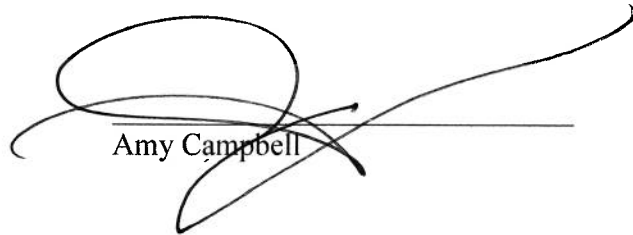
11. Of the twelve (12) direct supervisors of the unit employed on December 18, 2014, only five (5) remain employed.

12. Not reflected in these records, but one (1) employee was promoted to management and thus, has left the unit.

13. Sysco has not been found to have engaged in any unfair labor practices subsequent to the conduct charged in the cases currently before the Board on Sysco’s exceptions.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed this 15 day of June, 2018 in Grand Rapids, Michigan.


Amy Campbell

12997598v1

Exhibit A

NEW HIRE/REHIRE INFORMATION HAS BEEN REPORTED TO THE APPROPRIATE STATE FOR THE FOLLOWING EMPLOYEES AS INDICATED IN THE 'RPTD' COLUMN.
EMPLOYEES WITH MISSING DATA HAVE NOT BEEN REPORTED. FIELDS WITH " * * * * " INDICATE MISSING DATA.
YOU WILL BE RESPONSIBLE FOR SUBMITTING INFORMATION FOR EMPLOYEES WITH MISSING DATA UNDER THE APPROPRIATE COMPLIANCE GUIDELINES.

COMPANY CONTACT NAME/LEGAL ADDRESS/PHONE NUMBER
Payroll Contact Name/Address/Phone Number
Addr: 3700 SYSCO CT SE
GRAND RAPIDS MI 49512-0000

EMPLOYEES FOR MI FEDERAL ID # 742936462

FILE	NAME/ADDRESS	SOC SEC	DATES	EMPLOYEE FIELDS	SUI	STATUS	RPTD
	STINSON, ALVIN EUGENE 410 BURTON S.W. APT. 1 GRAND RAPIDS MI 49507-0000	On File	Hire: 10/09/2017 Effective: 10/09/2017		60	NEW HIRE	YES

TOTALS FOR MI FEDERAL ID # 742936462

NEW HIRES	SUI TOTAL	REPORTED
TOTAL	1	1
NEW HIRES	FEIN TOTAL	REPORTED
TOTAL	1	1

HIRE

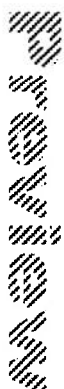


ADP New Hire Compliance Report
SYSCO GRAND RAPIDS, LLC
Company Code: SPW

Batch : 8488-130 Period Ending : 10/14/2017 Week 42
FEIN : 742936462 Pay Date : 10/20/2017 Page 1
Service Center : 130



NO NEW HIRE COMPLIANCE REPORTING ACTIVITY



New Hire Compliance Report

SYSO GRAND RAPIDS, LLC
Company Code: SPW

Batch : 1502-130 Period Ending : 10/28/2017 Week 44
FEIN : 742936462 Pay Date : 11/03/2017 Page 1
Service Center : 130

HIRE

NEW HIRE/REHIRE INFORMATION HAS BEEN REPORTED TO THE APPROPRIATE STATE FOR THE FOLLOWING EMPLOYEES AS INDICATED IN THE 'RPTD' COLUMN.
 EMPLOYEES WITH MISSING DATA HAVE NOT BEEN REPORTED. FIELDS WITH '*' INDICATE MISSING DATA.
 YOU WILL BE RESPONSIBLE FOR SUBMITTING INFORMATION FOR EMPLOYEES WITH MISSING DATA UNDER THE APPROPRIATE COMPLIANCE GUIDELINES.

COMPANY CONTACT NAME/LEGAL ADDRESS/PHONE NUMBER

Addr: 3700 SYSCO CT SE
 GRAND RAPIDS MI 49512-0000

PAYROLL CONTACT NAME/ADDRESS/PHONE NUMBER

EMPLOYEES FOR MI FEDERAL ID # 742936462

FILE	NAME/ADDRESS	SOC SEC	DATES	EMPLOYEE FIELDS	SUI	STATUS	RPTD
	[REDACTED]	On File	[REDACTED] Effective: 10/30/2017		60	NEW HIRE	YES
	[REDACTED]	On File	[REDACTED] Effective: 10/30/2017		60	NEW HIRE	YES
	MASSEY, ALEXANDER JAMES 5074 MT. BLANC LN ALLENDALE MI 49401-0000	On File	Hire: 10/30/2017 Effective: 10/30/2017		60	NEW HIRE	YES
	GRUMMET, JOSHUA JOE 350 BALDWIN ST LYONS MI 48851-0000	On File	Hire: 10/30/2017 Effective: 10/30/2017		60	NEW HIRE	YES
	[REDACTED]	On File	[REDACTED] Effective: 10/30/2017		60	NEW HIRE	YES
	[REDACTED]	On File	[REDACTED] Effective: 10/30/2017		60	NEW HIRE	YES
	[REDACTED]	On File	[REDACTED] Effective: 10/30/2017		60	NEW HIRE	YES
	[REDACTED]	On File	[REDACTED] Effective: 10/30/2017		60	NEW HIRE	YES
	[REDACTED]	On File	[REDACTED] Effective: 10/30/2017		60	NEW HIRE	YES

TOTALS FOR MI FEDERAL ID # 742936462

NEW HIRES	SUI TOTAL	REPORTED
8	8	8
TOTAL	8	8

NEW HIRES	FEIN TOTAL	REPORTED
8	8	8
TOTAL	8	8

HIRE



New Hire Compliance Report

SYSCO GRAND RAPIDS, LLC
 Company Code: SPW

Batch : 3377-130 Period Ending : 11/11/2017 Week 46
 FEIN : 742936462 Pay Date : 11/17/2017 Page 1
 Service Center : 130

NEW HIRE/REHIRE INFORMATION HAS BEEN REPORTED TO THE APPROPRIATE STATE FOR THE FOLLOWING EMPLOYEES AS INDICATED IN THE 'RPTD' COLUMN.
 EMPLOYEES WITH MISSING DATA HAVE NOT BEEN REPORTED. FIELDS WITH '*' INDICATE MISSING DATA.
 YOU WILL BE RESPONSIBLE FOR SUBMITTING INFORMATION FOR EMPLOYEES WITH MISSING DATA UNDER THE APPROPRIATE COMPLIANCE GUIDELINES.

COMPANY CONTACT NAME/LEGAL ADDRESS/PHONE NUMBER

Add: 3700 SYSCO CT SE
 GRAND RAPIDS MI 49512-0000

PAYROLL CONTACT NAME/ADDRESS/PHONE NUMBER

EMPLOYEES FOR MI FEDERAL ID # 742936462

FILE	NAME/ADDRESS	SOC SEC	DATES	EMPLOYEE FIELDS	SUI	STATUS	RPTD
	[REDACTED]	On File	[REDACTED] Effective: 12/01/2017		60	REHIRE	YES
	4 HUMPHREY, RALPH BENJAMIN 8255 TOWER ROAD P O BOX 400 KALKASKA MI 49646-0000	On File	[REDACTED] Hire: 11/13/2017 Effective: 11/13/2017		60	NEW HIRE	YES
	[REDACTED]	On File	[REDACTED] Effective: 11/20/2017		60	NEW HIRE	YES

TOTALS FOR MI FEDERAL ID # 742936462

NEW HIRES	SUI TOTAL	REPORTED
2	2	2
REHIRES	1	1
TOTAL	3	3

NEW HIRES	FEIN TOTAL	REPORTED
2	2	2
REHIRES	1	1
TOTAL	3	3

HIRE



New Hire Compliance Report

SYSCO GRAND RAPIDS, LLC
 Company Code: **SPW**

Batch : 5173-130 Period Ending : 11/25/2017 **Week 48**
 FEIN : 742936462 Pay Date : 12/01/2017 Page 1
 Service Center : 130

Batch : 6960-130 Period Ending : 12/09/2017 Week 50
FEIN : 742936462 Pay Date : 12/15/2017 Page 1

NEW HIRE/REHIRE INFORMATION HAS BEEN REPORTED TO THE APPROPRIATE STATE FOR THE FOLLOWING EMPLOYEES AS INDICATED IN THE 'RPTD' COLUMN.
EMPLOYEES WITH MISSING DATA HAVE NOT BEEN REPORTED. FIELDS WITH " * * * * " INDICATE MISSING DATA.
YOU WILL BE RESPONSIBLE FOR SUBMITTING INFORMATION FOR EMPLOYEES WITH MISSING DATA UNDER THE APPROPRIATE COMPLIANCE GUIDELINES.

COMPANY CONTACT NAME/LEGAL ADDRESS/PHONE NUMBER

Add: 3700 SYSCO CT SE

GRAND RAPIDS MI 49512-0000

PAYROLL CONTACT NAME/ADDRESS/PHONE NUMBER

EMPLOYEES FOR MI FEDERAL ID # 742936462

FILE	NAME/ADDRESS	SOC/SEC	DATES	EMPLOYEE FIELDS	SUI	STATUS	RPTD
	COLLINS, ANDRE MANUEL		On File		60	NEW HIRE	YES
	1825 EASTERN AVE SE		Hire: 12/18/2017				
	GRAND RAPIDS MI 49507-0000		Effective: 12/18/2017				

TOTALS FOR MI FEDERAL ID # 742936462

NEW HIRES	SUI TOTAL	REPORTED
1	1	1
TOTAL	1	1
NEW HIRES	FEIN TOTAL	REPORTED
1	1	1
TOTAL	1	1

HIRE



New Hire Compliance Report

SYSCO GRAND RAPIDS, LLC
Company Code: **SPW**

Batch : 8970-130 Period Ending : 12/23/2017 **Week 52**
FEIN : 742936462 Pay Date : 12/29/2017 Page 1
Service Center : 130

NEW HIRE/REHIRE INFORMATION HAS BEEN REPORTED TO THE APPROPRIATE STATE FOR THE FOLLOWING EMPLOYEES AS INDICATED IN THE 'RPTD' COLUMN. EMPLOYEES WITH MISSING DATA HAVE NOT BEEN REPORTED. FIELDS WITH " * * * * " INDICATE MISSING DATA. YOU WILL BE RESPONSIBLE FOR SUBMITTING INFORMATION FOR EMPLOYEES WITH MISSING DATA UNDER THE APPROPRIATE COMPLIANCE GUIDELINES.

COMPANY CONTACT NAME/LEGAL ADDRESS/PHONE NUMBER

Addr: 3700 SYSCO CT SE

GRAND RAPIDS MI 49512-0000

PAYROLL CONTACT NAME/ADDRESS/PHONE NUMBER

EMPLOYEES FOR MI FEDERAL ID # 742936462

FILE	NAME/ADDRESS	SOC SEC	DATES	EMPLOYEE FIELDS	SUI	STATUS	RPTD
		On File	Effective: 01/12/2018		60		YES

TOTALS FOR MI FEDERAL ID # 742936462

REHIRES	SUI TOTAL	REPORTED
TOTAL	1	1

REHIRES	FEIN TOTAL	REPORTED
TOTAL	1	1

HIRE



New Hire Compliance Report

SYSKO GRAND RAPIDS, LLC
Company Code: SPW

Batch : 2373-130 Period Ending : 01/06/2018 Week 02
FEIN : 742936462 Pay Date : 01/12/2018 Page 1
Service Center : 130

NEW HIRE/REHIRE INFORMATION HAS BEEN REPORTED TO THE APPROPRIATE STATE FOR THE FOLLOWING EMPLOYEES AS INDICATED IN THE RPTD' COLUMN.
 EMPLOYEES WITH MISSING DATA HAVE NOT BEEN REPORTED. FIELDS WITH " * " INDICATE MISSING DATA.
 YOU WILL BE RESPONSIBLE FOR SUBMITTING INFORMATION FOR EMPLOYEES WITH MISSING DATA UNDER THE APPROPRIATE COMPLIANCE GUIDELINES.

COMPANY CONTACT NAME/LEGAL ADDRESS/PHONE NUMBER

Addr: 3700 SYSCO CT SE
 GRAND RAPIDS MI 49512-0000
 Phone: 281-584-2385

PAYROLL CONTACT NAME/ADDRESS/PHONE NUMBER
 Name: ROBIN GRAY

EMPLOYEES FOR IN FEDERAL ID # 742936462

FILE	NAME/ADDRESS	SOC SEC	DATES	EMPLOYEE FIELDS	SUI	STATUS	RPTD
	SMITH, JERRY RAY 61442 OAK RD SOUTH BEND IN 46614-0000	On File	Hire: 01/08/2018 Effective: 01/08/2018		89	NEW HIRE	YES

TOTALS FOR IN FEDERAL ID # 742936462

NEW HIRES	SUI TOTAL	REPORTED
1	1	1
TOTAL	1	1

COMPANY CONTACT NAME/LEGAL ADDRESS/PHONE NUMBER

Addr: 3700 SYSCO CT SE
 GRAND RAPIDS MI 49512-0000

PAYROLL CONTACT NAME/ADDRESS/PHONE NUMBER

EMPLOYEES FOR MI FEDERAL ID # 742936462

FILE	NAME/ADDRESS	SOC SEC	DATES	EMPLOYEE FIELDS	SUI	STATUS	RPTD
	[REDACTED]	On File	Effective: 01/08/2018		60	[REDACTED]	YES
	WESTERLING, COLTON JAMES 1354 COBB DR GRAND RAPIDS MI 49508-0000	On File	Hire: 01/08/2018 Effective: 01/08/2018		60	NEW HIRE	YES
	[REDACTED]	On File	Effective: 01/08/2018		60	NEW HIRE	YES
	[REDACTED]	On File	Effective: 01/08/2018		60	NEW HIRE	YES
	[REDACTED]	On File	Effective: 01/08/2018		60	NEW HIRE	YES
	[REDACTED]	On File	Effective: 01/08/2018		60	NEW HIRE	YES

HIRE



New Hire Compliance Report

SYSCO GRAND RAPIDS, LLC
 Company Code: SPW

Batch : 4374-130 Period Ending : 01/20/2018 Week 04
 FEIN : 742936462 Pay Date : 01/26/2018 Page 1
 Service Center : 130

(Continued)

FILE	NAME/ADDRESS	SOC SEC	DATES	EMPLOYEE FIELDS	SUI	STATUS	RPTD
	██████████	On File	Effective: 01/08/2018		60	NEW HIRE	YES
	██████████	On File	Effective: 01/08/2018		60	NEW HIRE	YES
	██████████	On File	Effective: 01/08/2018		60	NEW HIRE	YES
	██████████	On File	Effective: 01/08/2018		60	NEW HIRE	YES

TOTALS FOR MI FEDERAL ID # 742936462

NEW HIRES	SUI TOTAL	REPORTED
8	8	8
TOTAL	8	8

NEW HIRES	FEIN TOTAL	REPORTED
9	9	9
TOTAL	9	9

HIRE



New Hire Compliance Report

SYSO GRAND RAPIDS, LLC
Company Code: SPW

Batch : 4374-130 Period Ending : 01/20/2018 Week 04
FEIN : 742936462 Pay Date : 01/26/2018 Page 2
Service Center : 130

NEW HIRE/REHIRE INFORMATION HAS BEEN REPORTED TO THE APPROPRIATE STATE FOR THE FOLLOWING EMPLOYEES AS INDICATED IN THE 'RPTD' COLUMN.
EMPLOYEES WITH MISSING DATA HAVE NOT BEEN REPORTED. FIELDS WITH '*' INDICATE MISSING DATA.
YOU WILL BE RESPONSIBLE FOR SUBMITTING INFORMATION FOR EMPLOYEES WITH MISSING DATA UNDER THE APPROPRIATE COMPLIANCE GUIDELINES.

COMPANY CONTACT NAME/LEGAL ADDRESS/PHONE NUMBER

Addr: 3700 SYSCO CT SE

GRAND RAPIDS MI 49512-0000

PAYROLL CONTACT NAME/ADDRESS/PHONE NUMBER

EMPLOYEES FOR MI FEDERAL ID # 742936462

FILE	NAME/ADDRESS	SOCSEC	DATES	EMPLOYEE FIELDS	SUI	STATUS	RPTD
	BAILEY, JOSHUA MICHAEL 228 ELLENDALE DR APT. 3 WEST COLOMA MI 49038-0000	On File	Hire: 01/29/2018 Effective: 01/29/2018		60	NEW HIRE	YES
	BROWN, RYAN SAVON 145 TRAVIS ST. GRAND RAPIDS MI 49505-0000	On File	Hire: 01/29/2018 Effective: 01/29/2018		60	NEW HIRE	YES
	NAVES, SAMAR N 3358 BYRON CENTER AVE SW WYOMING MI 49519-0000	On File	Hire: 01/29/2018 Effective: 01/29/2018		60	NEW HIRE	YES

TOTALS FOR MI FEDERAL ID # 742936462

NEW HIRES	SUI TOTAL	REPORTED
3	3	3
TOTAL	3	3

NEW HIRES	FEIN TOTAL	REPORTED
3	3	3
TOTAL	3	3

HIRE



New Hire Compliance Report

SYSCO GRAND RAPIDS, LLC
Company Code: SPW

Batch : 6185-130 Period Ending : 02/03/2018 Week 06
FEIN : 742936462 Pay Date : 02/09/2018 Page 1
Service Center : 130

NEW HIRE/REHIRE INFORMATION HAS BEEN REPORTED TO THE APPROPRIATE STATE FOR THE FOLLOWING EMPLOYEES AS INDICATED IN THE 'RPTD' COLUMN.
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YOU WILL BE RESPONSIBLE FOR SUBMITTING INFORMATION FOR EMPLOYEES WITH MISSING DATA UNDER THE APPROPRIATE COMPLIANCE GUIDELINES.

COMPANY CONTACT NAME/LEGAL ADDRESS/PHONE NUMBER

Addr: 3700 SYSCO CT SE
GRAND RAPIDS MI 49512-0000

PAYROLL CONTACT NAME/ADDRESS/PHONE NUMBER

EMPLOYEES FOR MI FEDERAL ID # 742936462

FILE	NAME/ADDRESS	SOC SEC	DATES	EMPLOYEE FIELDS	SUI	STATUS	RPTD
	DUKES, MARQUIS LAWRENCE 242 KEN O SHA DR GRAND RAPIDS MI 49507-0000	On File	Hire: 02/12/2018 Effective: 02/12/2018		60	NEW HIRE	YES
	EMMOREY, JOSEPH MARK 62 1ST ST SOUTH KENT CITY MI 49330-0000	On File	Hire: 02/12/2018 Effective: 02/12/2018		60	NEW HIRE	YES
	SNYDER, MICHAEL 1726 E. WALKER RD. LAKE CITY MI 49651-0000	On File	Hire: 02/12/2018 Effective: 02/12/2018		60	NEW HIRE	YES
	██████████ ██████████ ██████████	On File	Hire: 02/12/2018 Effective: 02/12/2018		60	NEW HIRE	YES
	WILSON, NICHOLAS DAVID 3333 84TH STREET SE CALEDONIA MI 49316-0000	On File	Hire: 02/12/2018 Effective: 02/12/2018		60	NEW HIRE	YES
	BORR, CLARK ANDREW 8514 KRAFT AVE. CALEDONIA MI 49316-0000	On File	Hire: 02/12/2018 Effective: 02/12/2018		60	NEW HIRE	YES

TOTALS FOR MI FEDERAL ID # 742936462

NEW HIRES	SUI TOTAL	REPORTED
TOTAL	6	6

NEW HIRES	FEIN TOTAL	REPORTED
TOTAL	6	6

HIRE



New Hire Compliance Report

SYSICO GRAND RAPIDS, LLC
Company Code: SPW

Batch : 8206-130 Period Ending : 02/17/2018 Week 08
FEIN : 742936462 Pay Date : 02/23/2018 Page 1
Service Center : 130

NEW HIRE/REHIRE INFORMATION HAS BEEN REPORTED TO THE APPROPRIATE STATE FOR THE FOLLOWING EMPLOYEES AS INDICATED IN THE 'RPTD' COLUMN.
EMPLOYEES WITH MISSING DATA HAVE NOT BEEN REPORTED. FIELDS WITH '*' INDICATE MISSING DATA.
YOU WILL BE RESPONSIBLE FOR SUBMITTING INFORMATION FOR EMPLOYEES WITH MISSING DATA UNDER THE APPROPRIATE COMPLIANCE GUIDELINES.

COMPANY CONTACT NAME/LEGAL ADDRESS/PHONE NUMBER

Addr: 3700 SYSCO CT SE

GRAND RAPIDS MI 49512-0000

PAYROLL CONTACT NAME/ADDRESS/PHONE NUMBER

EMPLOYEES FOR MI FEDERAL ID # 742936462

FILE	NAME/ADDRESS	SOC SEC	DATES	EMPLOYEE FIELDS	SUI	STATUS	RPTD
	[REDACTED]	On File	[REDACTED]		60	REHIRE	YES
	[REDACTED]	On File	Effective: 03/09/2018		60	NEW HIRE	YES
	[REDACTED]	On File	Effective: 02/26/2018		60	NEW HIRE	YES
	TRASK, DONALD LLOYD 7805 N. STANDISH RD BENTLEY MI 48613-0000	On File	Hire: 02/26/2018 Effective: 02/26/2018		60	NEW HIRE	YES
	ADEVAI, DANIEL JOSEPH 812 PROSPECT NORTHEAST GRAND RAPIDS MI 49503-0000	On File	Hire: 02/26/2018 Effective: 02/26/2018		60	NEW HIRE	YES

TOTALS FOR MI FEDERAL ID # 742936462

NEW HIRES	SUI TOTAL	REPORTED
3	3	3
REHIRES	1	1
TOTAL	4	4

NEW HIRES	FEIN TOTAL	REPORTED
3	3	3
REHIRES	1	1
TOTAL	4	4

HIRE



New Hire Compliance Report

SYSCO GRAND RAPIDS LLC
Company Code: **SPW**

Batch : 1217-130 Period Ending : 03/03/2018 Week 10
FEIN : 742936462 Pay Date : 03/09/2018 Page 1
Service Center : 130

NEW HIRE/REHIRE INFORMATION HAS BEEN REPORTED TO THE APPROPRIATE STATE FOR THE FOLLOWING EMPLOYEES AS INDICATED IN THE 'RPTD' COLUMN. EMPLOYEES WITH MISSING DATA HAVE NOT BEEN REPORTED. FIELDS WITH " * * * * " INDICATE MISSING DATA. YOU WILL BE RESPONSIBLE FOR SUBMITTING INFORMATION FOR EMPLOYEES WITH MISSING DATA UNDER THE APPROPRIATE COMPLIANCE GUIDELINES.

COMPANY CONTACT NAME/LEGAL ADDRESS/PHONE NUMBER

Addr: 3700 SYSCO CT SE

GRAND RAPIDS MI 49512-0000

PAYROLL CONTACT NAME/ADDRESS/PHONE NUMBER

EMPLOYEES FOR MI FEDERAL ID # 742936462

FILE	NAME/ADDRESS	SOC SEC	DATES	EMPLOYEE FIELDS	SUI	STATUS	RPTD
		On File			60	REHIRE	YES
		On File	Effective: 03/23/2018		60	REHIRE	YES
		On File	Effective: 03/23/2018		60	REHIRE	YES
		On File	Effective: 03/23/2018		60	REHIRE	YES
	JORDAN, DAVONTE M 2326 FRANCIS AVE SE GRAND RAPIDS MI 49507-0000	On File	Hire: 03/12/2018 Effective: 03/12/2018		60	NEW HIRE	YES
	O'BRIEN, JACOB PATRICK 424 ALGER ST. SE GRAND RAPIDS MI 49507-0000	On File	Hire: 03/12/2018 Effective: 03/12/2018		60	NEW HIRE	YES
	BYARS, JARED 4972 TYLER OAKS DR. HUDSONVILLE MI 49426-0000	On File	Hire: 03/12/2018 Effective: 03/12/2018		60	NEW HIRE	YES
	KOPACH, RICHARD JOHN 815 N RIVER ST EVART MI 49631-0000	On File	Hire: 03/12/2018 Effective: 03/12/2018		60	NEW HIRE	YES
	SIERAKOWSKI, MATTHEW SCOTT 253 ADAMS BLVD DAVISON MI 48423-0000	On File	Hire: 03/12/2018 Effective: 03/12/2018		60	NEW HIRE	YES

TOTALS FOR MI FEDERAL ID # 742936462

NEW HIRES	SUI TOTAL	REPORTED
5	5	5
REHIRES	3	3
TOTAL	8	8

NEW HIRES	FEIN TOTAL	REPORTED
5	5	5
REHIRES	3	3
TOTAL	8	8

HIRE



SYSCO GRAND RAPIDS LLC
Company Code: SPW

Batch : 3100-130 Period Ending : 03/17/2018 Week 12
FEIN : 742936462 Pay Date : 03/23/2018 Page 1
Service Center : 130

NEW HIRE/REHIRE INFORMATION HAS BEEN REPORTED TO THE APPROPRIATE STATE FOR THE FOLLOWING EMPLOYEES AS INDICATED IN THE RPTD COLUMN.
EMPLOYEES WITH MISSING DATA HAVE NOT BEEN REPORTED. FIELDS WITH " * * * * " INDICATE MISSING DATA.
YOU WILL BE RESPONSIBLE FOR SUBMITTING INFORMATION FOR EMPLOYEES WITH MISSING DATA UNDER THE APPROPRIATE COMPLIANCE GUIDELINES.

COMPANY CONTACT NAME/LEGAL ADDRESS/PHONE NUMBER

Addr: 3700 SYSCO CT SE

GRAND RAPIDS MI 49512-0000

Phone: 281-564-2385

PAYROLL CONTACT NAME/ADDRESS/PHONE NUMBER
Name: ROBIN GRAY

EMPLOYEES FOR IN FEDERAL ID # 742936462

FILE	NAME/ADDRESS	SOC SEC	DATES	EMPLOYEE FIELDS	SUI	STATUS	RPTD
		On File			89	NEW HIRE	YES
			Effective: 03/30/2018				

TOTALS FOR IN FEDERAL ID # 742936462

NEW HIRES	SUI TOTAL	REPORTED
1	1	1
TOTAL	1	1

COMPANY CONTACT NAME/LEGAL ADDRESS/PHONE NUMBER

Addr: 3700 SYSCO CT SE

GRAND RAPIDS MI 49512-0000

PAYROLL CONTACT NAME/ADDRESS/PHONE NUMBER

EMPLOYEES FOR MI FEDERAL ID # 742936462

FILE	NAME/ADDRESS	SOC SEC	DATES	EMPLOYEE FIELDS	SUI	STATUS	RPTD
	JORDAN, DOMONIQUE SHAQUILLE 2326 FRANCIS AVE SE GRAND RAPIDS MI 49501-0000	On File	Hire: 03/26/2018 Effective: 03/26/2018		60	NEW HIRE	YES
	HQAG, JOHN STEVEN 4262 SAWKAW DRIVER NE APT 201 GRAND RAPIDS MI 49525-0000	On File	Hire: 03/26/2018 Effective: 03/26/2018		60	NEW HIRE	YES
		On File					
			Effective: 03/26/2018				
	MONTTOYA, GIOVANNI 1509 GODFREY AVE SE WYOMING MI 49509-0000	On File	Hire: 03/26/2018 Effective: 03/26/2018		60	NEW HIRE	YES
	BANCHEZ, ZACHARY RYAN 835 BERGIN FARMS CT KENTWOOD MI 49508-0000	On File	Hire: 03/26/2018 Effective: 03/26/2018		60	NEW HIRE	YES

HIRE

EMPLOYEES FOR MI FEDERAL ID # 742936462

(Continued)

TOTALS FOR MI FEDERAL ID # 742936462

NEW HIRES	SUI TOTAL	REPORTED
	5	5
TOTAL	5	5

NEW HIRES	FEIN TOTAL	REPORTED
	6	6
TOTAL	6	6

HIRE



New Hire Compliance Report

SYSCO GRAND RAPIDS LLC
Company Code: **SPW**

Batch : **4883-130** Period Ending : **03/31/2018** Week **14**
FEIN : **742936462** Pay Date : **04/06/2018** Page **2**
Service Center : **130**

NEW HIRE/REHIRE INFORMATION HAS BEEN REPORTED TO THE APPROPRIATE STATE FOR THE FOLLOWING EMPLOYEES AS INDICATED IN THE RPTD COLUMN.
EMPLOYEES WITH MISSING DATA HAVE NOT BEEN REPORTED. FIELDS WITH "*****" INDICATE MISSING DATA.
YOU WILL BE RESPONSIBLE FOR SUBMITTING INFORMATION FOR EMPLOYEES WITH MISSING DATA UNDER THE APPROPRIATE COMPLIANCE GUIDELINES.

COMPANY CONTACT NAME/LEGAL ADDRESS/PHONE NUMBER

Addr: 3700 SYSCO CT SE
GRAND RAPIDS MI 49512-0000
Phone: 281-584-2385

PAYROLL CONTACT NAME/ADDRESS/PHONE NUMBER

Name: ROBIN GRAY

EMPLOYEES FOR IN FEDERAL ID # 742936462

FILE	NAME/ADDRESS	SOC SEC	DATES	EMPLOYEE FIELDS	SUI	STATUS	RPTD
		On File			89	REHIRE	YES
			Effective: 04/20/2018				

TOTALS FOR IN FEDERAL ID # 742936462

REHIRE	SUI TOTAL	REPORTED
TOTAL	1	1

COMPANY CONTACT NAME/LEGAL ADDRESS/PHONE NUMBER

Addr: 3700 SYSCO CT SE
GRAND RAPIDS MI 49512-0000

PAYROLL CONTACT NAME/ADDRESS/PHONE NUMBER

EMPLOYEES FOR MI FEDERAL ID # 742936462

FILE	NAME/ADDRESS	SOC SEC	DATES	EMPLOYEE FIELDS	SUI	STATUS	RPTD
	SOUTHWELL, JORDAN NEIL 3863 N STRAITS HWY CHEBOYGAN MI 49721-0000	On File	Hire: 03/26/2018 Effective: 03/26/2018		60	NEW HIRE	YES
	ADAMS, OMAR 2035 BURTON APT 135 GRAND RAPIDS MI 49507-0000	On File	Hire: 04/09/2018 Effective: 04/09/2018		60	NEW HIRE	YES
	CROOM, LETHANIEL 1647 KALAMAZOO AVE SE GRAND RAPIDS MI 49507-0000	On File	Hire: 04/09/2018 Effective: 04/09/2018		60	NEW HIRE	YES

TOTALS FOR MI FEDERAL ID # 742936462

NEW HIRES	SUI TOTAL	REPORTED
TOTAL	3	3

HIRE

	FEIN TOTAL	REPORTED
NEW HIRES	3	3
REHIRES	1	1
TOTAL	4	4

HIRE



New Hire Compliance Report

SYSCO GRAND RAPIDS LLC
Company Code: **SPW**

Batch : **6455-130** Period Ending : **04/14/2018** Week **16**
FEIN : **742936462** Pay Date : **04/20/2018** Page **2**
Service Center : **130**

NEW HIRE/REHIRE INFORMATION HAS BEEN REPORTED TO THE APPROPRIATE STATE FOR THE FOLLOWING EMPLOYEES AS INDICATED IN THE 'RPTD' COLUMN. EMPLOYEES WITH MISSING DATA HAVE NOT BEEN REPORTED. FIELDS WITH " * * * * " INDICATE MISSING DATA. YOU WILL BE RESPONSIBLE FOR SUBMITTING INFORMATION FOR EMPLOYEES WITH MISSING DATA UNDER THE APPROPRIATE COMPLIANCE GUIDELINES.

COMPANY CONTACT NAME/LEGAL ADDRESS/PHONE NUMBER

Addr: 3700 SYSCO CT SE

GRAND RAPIDS MI 49512-0000

PAYROLL CONTACT NAME/ADDRESS/PHONE NUMBER

EMPLOYEES FOR MI FEDERAL ID # 742936462

FILE	NAME/ADDRESS	SOC SEC	DATES	EMPLOYEE FIELDS	SUI	STATUS	RPTD
		On File	Effective: 05/04/2018		60	REHIRE	YES
	BRENNER, JON ROBERT 12517 WESTWOOD LN WAYLAND MI 49348-0000	On File	Hire: 04/09/2018 Effective: 04/09/2018		60	NEW HIRE	YES
	WOODARD, TIMOTHY M 10286 EAST 36 1/2 RD CADILLAC MI 49601-0000	On File	Hire: 04/09/2018 Effective: 04/09/2018		60	NEW HIRE	YES
	LIMON, SCOTT HARLAN-ANGEL 816 6TH AVE LAKE ODESSA MI 48849-0000	On File	Hire: 04/09/2018 Effective: 04/09/2018		60	NEW HIRE	YES
	HIBBARD, CODY KENNETH JAMES 5820 US 131 S PETOSKEY MI 49770-0000	On File	Hire: 04/09/2018 Effective: 04/09/2018		60	NEW HIRE	YES
	BUTTERFIELD, WESLEY RONALD 801 W BENITA ST GREENVILLE MI 48838-0000	On File	Hire: 04/16/2018 Effective: 04/16/2018		60	NEW HIRE	YES
	BURNS, MICHAEL DERRICK 517 OVERBROOK GRAND RAPIDS MI 49507-0000	On File	Hire: 04/16/2018 Effective: 04/16/2018		60	NEW HIRE	YES
	WALKER, JOHNOTHAN LATWON 249 BRADFORD ST. GRAND RAPIDS MI 49503-0000	On File	Hire: 04/16/2018 Effective: 04/16/2018		60	NEW HIRE	YES
	GUTIERREZ, MARTIN 1216 3RD STREET NW GRAND RAPIDS MI 49504-0000	On File	Hire: 04/16/2018 Effective: 05/04/2018		60	REHIRE	YES
		On File	Effective: 04/23/2018		60	NEW HIRE	YES

TOTALS FOR MI FEDERAL ID # 742936462

NEW HIRES	SUI TOTAL	REPORTED
8	8	8
REHIRES	2	2
TOTAL	10	10

HIRE

	FEIN TOTAL	REPORTED
NEW HIRES	8	8
REHIRES	2	2
TOTAL	10	10

HIRE



New Hire Compliance Report

SYSICO GRAND RAPIDS LLC
Company Code: **SPW**

Batch : **8185-130** Period Ending : **04/28/2018** Week **18**
FEIN : **742936462** Pay Date : **05/04/2018** Page **2**
Service Center : **130**

NEW HIRE/REHIRE INFORMATION HAS BEEN REPORTED TO THE APPROPRIATE STATE FOR THE FOLLOWING EMPLOYEES AS INDICATED IN THE 'RPTD' COLUMN. EMPLOYEES WITH MISSING DATA HAVE NOT BEEN REPORTED. FIELDS WITH " * * * * " INDICATE MISSING DATA. YOU WILL BE RESPONSIBLE FOR SUBMITTING INFORMATION FOR EMPLOYEES WITH MISSING DATA UNDER THE APPROPRIATE COMPLIANCE GUIDELINES.

COMPANY CONTACT NAME/LEGAL ADDRESS/PHONE NUMBER

Addr: 3700 SYSCO CT SE
GRAND RAPIDS MI 49512-0000
Phone: 281-584-2385

PAYROLL CONTACT NAME/ADDRESS/PHONE NUMBER
Name: ROBIN GRAY

EMPLOYEES FOR IN FEDERAL ID # 742936462

FILE	NAME/ADDRESS	SOC SEC	DATES	EMPLOYEE FIELDS	SUI	STATUS	RPTD
	PARMELEE, TYLER MICHAEL 59490 CRUMSTOWN HWY NORTH LIBERTY IN 46554-0000	On File	Hire: 05/07/2018 Effective: 05/07/2018		89	NEW HIRE	YES

TOTALS FOR IN FEDERAL ID # 742936462

NEW HIRES	SUI TOTAL	REPORTED
1	1	1
TOTAL	1	1

COMPANY CONTACT NAME/LEGAL ADDRESS/PHONE NUMBER

Addr: 3700 SYSCO CT SE
GRAND RAPIDS MI 49512-0000

PAYROLL CONTACT NAME/ADDRESS/PHONE NUMBER

EMPLOYEES FOR MI FEDERAL ID # 742936462

FILE	NAME/ADDRESS	SOC SEC	DATES	EMPLOYEE FIELDS	SUI	STATUS	RPTD
	[REDACTED]	On File	[REDACTED] 5 Effective: 05/18/2018		60	REHIRE	YES
	[REDACTED]	On File	[REDACTED] Effective: 05/18/2018		60	REHIRE	YES
	EISENGA, TYLER JOSHUA 9590 SOUTH CAL ROAD MC BAIN MI 49657-0000	On File	Hire: 05/07/2018 Effective: 05/07/2018		60	NEW HIRE	YES
	SCHLAPPI, DOUGLAS J 2487 S STATE RD HARBOR SPRINGS MI 49740-0000	On File	Hire: 05/07/2018 Effective: 05/07/2018		60	NEW HIRE	YES
	MOAYYER, ANTHONY P 172 BROOKMEADOW N LN SW APT 7 GRANDVILLE MI 49418-0000	On File	Hire: 05/07/2018 Effective: 05/07/2018		60	NEW HIRE	YES
1	[REDACTED]	On File	[REDACTED] Effective: 05/07/2018		60	NEW HIRE	YES

HIRE



New Hire Compliance Report

SYSCO GRAND RAPIDS LLC
Company Code: SPW

Batch : 1176-130 Period Ending : 05/12/2018 Week 20
FEIN : 742936462 Pay Date : 05/18/2018 Page 1
Service Center : 130

(Continued)

FILE	NAME/ADDRESS	SOC SEC	DATES	EMPLOYEE FIELDS	SUI	STATUS	RPTD
	[REDACTED]	On File	Hire: [REDACTED] Effective: 05/07/2018		60	NEW HIRE	YES
	[REDACTED]	On File	[REDACTED] Effective: 05/07/2018		60	NEW HIRE	YES
	[REDACTED]	On File	[REDACTED] Effective: 05/07/2018		60	NEW HIRE	YES
	CORTES, JUAN ANGEL 722 BRITTANY CT SE GRAND RAPIDS MI 49548-0000	On File	Hire: 05/07/2018 Effective: 05/07/2018		60	NEW HIRE	YES
	SWINDALL, DEMETRIUS DONTELL 1181 LAFAYETTE NE GRAND RAPIDS MI 49503-0000	On File	Hire: 05/07/2018 Effective: 05/07/2018		60	NEW HIRE	YES

TOTALS FOR MI FEDERAL ID # 742936462

NEW HIRES	SUI TOTAL	REPORTED
8	8	8
REHIRES	2	2
TOTAL	10	10

NEW HIRES	FEN TOTAL	REPORTED
9	9	9
REHIRES	2	2
TOTAL	11	11

HIRE



New Hire Compliance Report

SYSCO GRAND RAPIDS LLC
Company Code: SPW

Batch : 1176-130 Period Ending : 05/12/2018 Week 20
FEIN : 742936462 Pay Date : 05/18/2018 Page 2
Service Center : 130

NEW HIRE/REHIRE INFORMATION HAS BEEN REPORTED TO THE APPROPRIATE STATE FOR THE FOLLOWING EMPLOYEES AS INDICATED IN THE 'RPTD' COLUMN.
EMPLOYEES WITH MISSING DATA HAVE NOT BEEN REPORTED. FIELDS WITH " * * * * " INDICATE MISSING DATA.
YOU WILL BE RESPONSIBLE FOR SUBMITTING INFORMATION FOR EMPLOYEES WITH MISSING DATA UNDER THE APPROPRIATE COMPLIANCE GUIDELINES.

COMPANY CONTACT NAME/LEGAL ADDRESS/PHONE NUMBER

PAYROLL CONTACT NAME/ADDRESS/PHONE NUMBER

Addr: 3700 SYSCO CT SE

GRAND RAPIDS MI 49512-0000

EMPLOYEES FOR MI FEDERAL ID # 742936462

FILE	NAME/ADDRESS	SOC SEC	DATES	EMPLOYEE FIELDS	SUI	STATUS	RPTD
		On File	Effective: 05/14/2018		60	NEW HIRE	YES
		On File	Effective: 05/14/2018		60	NEW HIRE	YES
		On File	Effective: 05/14/2018		60	NEW HIRE	YES
		On File	Effective: 05/14/2018		60	NEW HIRE	YES
	MANNING, ALEXANDER JOSEPH 1201 SHERMAN STREET SE	On File	Hire: 05/21/2018 Effective: 05/21/2018		60	NEW HIRE	YES
	GRAND RAPIDS MI 49506-0000	On File	Hire: 05/21/2018 Effective: 05/21/2018		60	NEW HIRE	YES
	PUFFER II, LARRY R 307 E. BREMER STREET CADILLAC MI 49601-0000	On File	Effective: 05/21/2018		60	NEW HIRE	YES
		On File	Effective: 05/21/2018		60	NEW HIRE	YES
	LIPIKA, DENIS MICHAEL 24821 WREN AVE MATTAWAN MI 49071-0000	On File	Hire: 05/21/2018 Effective: 05/21/2018		60	NEW HIRE	YES

TOTALS FOR MI FEDERAL ID # 742936462

NEW HIRES	SUI TOTAL	REPORTED
7	7	7
TOTAL	7	7

NEW HIRES	FEIN TOTAL	REPORTED
7	7	7
TOTAL	7	7

HIRE



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Bonnet Kirkland Date of Hire 1/10/17

Effective Date 10/8/17

For Payroll Week Ending 1/1/17

REASON FOR CHANGE

☐ NEW HIRE

☐ TRANSFER

☐ LEAVE OF ABSENCE

Personal -from 1/1/17 to 1/1/17

☐ PAY CHANGE

☐ WORKERS COMPENSATION

Medical -from 1/1/17 to 1/1/17

☒ SEPARATION
Voluntary
Discharge

☐ DISABILITY

Military -from 1/1/17 to 1/1/17

Short Term

FMLA -from 1/1/17 to 1/1/17

Long Term

Other (please specify) _____

☐ INCENTIVE _____

☐ OTHER _____

FROM

TO

DEPARTMENT Outboard Warehouse

DEPARTMENT _____

DEPARTMENT # _____

DEPARTMENT # _____

SUPERVISOR Ryan Norman

SUPERVISOR _____

JOB TITLE Outboard Scheduler ☒ FT ☐ PT ☐ SEASONAL

JOB TITLE _____ ☐ FT ☐ PT ☐ SEASONAL

HOURLY RATE _____

PREMIUM _____

SALARY _____

BONUS/INCENTIVE _____

Additional Explanation and Notes:

Involuntary - Attn: hr

REQUESTED BY: _____

(Manager/Supervisor Signature Required)

Date: 1/1/17

VERIFIED BY: _____

(Employee Relations Signature Required)

Date: 10/9/17

AUTHORIZED BY: _____

(Senior Manager Signature Required)

Date: 1/1/17

PAYROLL INPUT BY: _____

(Payroll Coordinator Signature Required)

Date: 1/1/17



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Jose Aguirre Date of Hire 5/8/17

Effective Date 10/10/17

For Payroll Week Ending / /

REASON FOR CHANGE

☐ NEW HIRE

☐ TRANSFER

☐ LEAVE OF ABSENCE

☐ PAY CHANGE

☐ WORKERS COMPENSATION

Personal-from / / to / /

Medical -from / / to / /

Military -from / / to / /

FMLA -from / / to / /

Other (please specify)

☒ SEPARATION

☐ DISABILITY

Voluntary
Discharge

Short Term
Long Term

☐ INCENTIVE

☐ OTHER

FROM

TO

DEPARTMENT Outboard Warehouse

DEPARTMENT

DEPARTMENT #

DEPARTMENT #

SUPERVISOR Ryan Norman

SUPERVISOR

JOB TITLE Outboard Sector ☒ FT ☐ PT ☐ SEASONAL

JOB TITLE ☐ FT ☐ PT ☐ SEASONAL

HOURLY RATE

PREMIUM

SALARY

BONUS/INCENTIVE

Additional Explanation and Notes:

REQUESTED BY: [Signature]
(Manager/Supervisor Signature Required)

Date: 10/10/17

VERIFIED BY:
(Employee Relations Signature Required)

Date: / /

AUTHORIZED BY:
(Senior Manager Signature Required)

Date: / /

PAYROLL INPUT BY:
(Payroll Coordinator Signature Required)

Date: / /



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Gerald Love Date of Hire 10/10/16

Effective Date 10/10/17 For Payroll Week Ending / /

REASON FOR CHANGE

☐ NEW HIRE

☐ TRANSFER

☐ LEAVE OF ABSENCE

☐ PAY CHANGE

☐ WORKERS COMPENSATION

Personal - from / / to / /

Medical - from / / to / /

Military - from / / to / /

FMLA - from / / to / /

Other (please specify)

☒ SEPARATION
Voluntary
Discharge

☐ DISABILITY
Short Term
Long Term

☐ INCENTIVE

☐ OTHER

FROM

TO

DEPARTMENT Outboard Warehouse

DEPARTMENT

DEPARTMENT #

DEPARTMENT #

SUPERVISOR Ryan Norman

SUPERVISOR

JOB TITLE Outboard Skater ☒ FT ☐ PT ☐ SEASONAL

JOB TITLE ☐ FT ☐ PT ☐ SEASONAL

HOURLY RATE

PREMIUM

SALARY

BONUS/INCENTIVE

Additional Explanation and Notes: Voluntary - Resigned - Other Employment

REQUESTED BY:

Date: / /

(Manager/Supervisor Signature Required)

VERIFIED BY:

Date: 10/12/17

(Employee Relations Signature Required)

AUTHORIZED BY:

Date: / /

(Senior Manager Signature Required)

PAYROLL INPUT BY:

Date: / /

(Payroll Coordinator Signature Required)



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Mark Cortis Date of Hire 10/24/16

Effective Date 10/11/17 For Payroll Week Ending / /

REASON FOR CHANGE

- ☐ NEW HIRE ☐ TRANSFER ☐ LEAVE OF ABSENCE
Personal - from / / to / /
☐ PAY CHANGE ☐ WORKERS COMPENSATION Medical - from / / to / /
Military - from / / to / /
☒ SEPARATION ☐ DISABILITY FMLA - from / / to / /
Voluntary Short Term Other (please specify)
Discharge Long Term

☐ INCENTIVE ☐ OTHER

FROM	TO
DEPARTMENT <u>Outbound Warehouse</u>	DEPARTMENT <u> </u>
DEPARTMENT # <u> </u>	DEPARTMENT # <u> </u>
SUPERVISOR <u>Ryan Norman</u>	SUPERVISOR <u> </u>
JOB TITLE <u>Outbound Scheduler</u> <input checked="" type="checkbox"/> FT <input type="checkbox"/> PT SEASONAL	JOB TITLE <u> </u> <input type="checkbox"/> FT <input type="checkbox"/> PT SEASONAL

HOURLY RATE <u> </u>	<u> </u>
PREMIUM <u> </u>	<u> </u>
SALARY <u> </u>	<u> </u>
BONUS/INCENTIVE <u> </u>	<u> </u>

Additional Explanation and Notes: Voluntary - Resigned - No Notice

REQUESTED BY: <u> </u> (Manager/Supervisor Signature Required)	Date: <u> </u> / <u> </u> / <u> </u>
VERIFIED BY: <u> </u> (Employee Relations Signature Required)	Date: <u>10/12/17</u>
AUTHORIZED BY: <u> </u> (Senior Manager Signature Required)	Date: <u> </u> / <u> </u> / <u> </u>
PAYROLL INPUT BY: <u> </u> (Payroll Coordinator Signature Required)	Date: <u> </u> / <u> </u> / <u> </u>



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee James Hopsell Date of Hire / /

Effective Date 10/26/17 For Payroll Week Ending / /

REASON FOR CHANGE

☐ NEW HIRE

☐ TRANSFER

☐ LEAVE OF ABSENCE

☐ PAY CHANGE

☐ WORKERS COMPENSATION

Personal -from / / to / /

Medical -from / / to / /

Military -from / / to / /

FMLA -from / / to / /

Other (please specify)

☒ SEPARATION
Voluntary
Discharge

☐ DISABILITY
Short Term
Long Term

☐ INCENTIVE

☐ OTHER

FROM

TO

DEPARTMENT Transportation

DEPARTMENT

DEPARTMENT #

DEPARTMENT #

SUPERVISOR Todd Youn

SUPERVISOR

JOB TITLE Delivery Driver ☐ FT ☐ PT SEASONAL

JOB TITLE ☐ FT ☐ PT SEASONAL

HOURLY RATE

PREMIUM

SALARY

BONUS/INCENTIVE

Additional Explanation and Notes: Involuntary - Attendance

REQUESTED BY:
(Manager/Supervisor Signature Required)

Date: / /

VERIFIED BY:
(Employee Relations Signature Required)

Date: 10/30/17

AUTHORIZED BY:
(Senior Manager Signature Required)

Date: / /

PAYROLL INPUT BY:
(Payroll Coordinator Signature Required)

Date: / /



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Drew Burns Date of Hire 10/5/17

Effective Date 10/30/17 For Payroll Week Ending / /

REASON FOR CHANGE

☐ NEW HIRE

☐ TRANSFER

☐ LEAVE OF ABSENCE

☐ PAY CHANGE

☐ WORKERS COMPENSATION

Personal - from / / to / /

Medical - from / / to / /

Military - from / / to / /

FMLA - from / / to / /

Other (please specify)

☒ SEPARATION

☐ DISABILITY

Voluntary

Discharge

Short Term

Long Term

☐ INCENTIVE

☐ OTHER

FROM

TO

DEPARTMENT Outboard Warehouse

DEPARTMENT

DEPARTMENT #

DEPARTMENT #

SUPERVISOR Ryan Norman

SUPERVISOR

JOB TITLE Outboard Whse. (FT) PT SEASONAL

JOB TITLE FT PT SEASONAL

HOURLY RATE

PREMIUM

SALARY

BONUS/INCENTIVE

Additional Explanation and Notes: Voluntary - No Notice

REQUESTED BY:

Date: / /

(Manager/Supervisor Signature Required)

VERIFIED BY:

Date: 10/31/17

(Employee Relations Signature Required)

AUTHORIZED BY:

Date: / /

(Senior Manager Signature Required)

PAYROLL INPUT BY:

Date: / /

(Payroll Coordinator Signature Required)



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Jesse Love Date of Hire 2/13/17

Effective Date 10/31/17 For Payroll Week Ending 1/1/18

REASON FOR CHANGE

☐ NEW HIRE

☐ TRANSFER

☐ LEAVE OF ABSENCE

☐ PAY CHANGE

☐ WORKERS COMPENSATION

☒ SEPARATION

☐ DISABILITY

Personal-from / / to / /

Medical -from / / to / /

Military -from / / to / /

FMLA -from / / to / /

Other (please specify)

Voluntary

Discharge

Short Term

Long Term

☐ INCENTIVE

☐ OTHER

FROM

TO

DEPARTMENT Outbound Whse.

DEPARTMENT

DEPARTMENT #

DEPARTMENT #

SUPERVISOR Ryan Norman

SUPERVISOR

JOB TITLE Outbound Scheduler ☒ FT ☐ PT ☐ SEASONAL

JOB TITLE FT PT SEASONAL

HOURLY RATE

PREMIUM

SALARY

BONUS/INCENTIVE

Additional Explanation and Notes: Involuntary - Attendance

REQUESTED BY:

(Manager/Supervisor Signature Required)

Date: / /

VERIFIED BY:

(Employee Relations Signature Required)

Date: 11/1/17

AUTHORIZED BY:

(Senior Manager Signature Required)

Date: / /

PAYROLL INPUT BY:

(Payroll Coordinator Signature Required)

Date: / /



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Kurt Robinson

Date of Hire 9/27/76

Effective Date 11/17/17

For Payroll Week Ending 1/1/18

REASON FOR CHANGE

☐ NEW HIRE

☐ TRANSFER

☐ LEAVE OF ABSENCE

☐ PAY CHANGE

☐ WORKERS COMPENSATION

☒ SEPARATION

☐ DISABILITY

Voluntary

Short Term

Discharge

Long Term

Personal-from / / to / /

Medical -from / / to / /

Military -from / / to / /

FMLA -from / / to / /

Other (please specify)

☐ INCENTIVE

☐ OTHER

FROM

TO

DEPARTMENT Inbound Warehouse

DEPARTMENT

DEPARTMENT #

DEPARTMENT #

SUPERVISOR Stephen Reinkenbeck

SUPERVISOR

JOB TITLE Forklift Oper. ☐ FT ☐ PT ☐ SEASONAL

JOB TITLE ☐ FT ☐ PT ☐ SEASONAL

HOURLY RATE

PREMIUM

SALARY

BONUS/INCENTIVE

Additional Explanation and Notes: Voluntary - Retirement - 55-65 yrs; 20+ yrs

REQUESTED BY:

Date: / /

(Manager/Supervisor Signature Required)

VERIFIED BY:

Date: 11/1/17

(Employee Relations Signature Required)

AUTHORIZED BY:

Date: / /

(Senior Manager Signature Required)

PAYROLL INPUT BY:

Date: / /

(Payroll Coordinator Signature Required)



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Jason Juhas Date of Hire 3/13/17

Effective Date 11/17/17 For Payroll Week Ending / /

REASON FOR CHANGE

☐ NEW HIRE

☐ TRANSFER

☐ LEAVE OF ABSENCE

☐ PAY CHANGE

☐ WORKERS COMPENSATION

Personal -from / / to / /

Medical -from / / to / /

Military -from / / to / /

FMLA -from / / to / /

Other (please specify)

☒ SEPARATION
Voluntary
Discharge

☐ DISABILITY
Short Term
Long Term

☐ INCENTIVE

☐ OTHER

FROM

TO

DEPARTMENT Transportation

DEPARTMENT

DEPARTMENT #

DEPARTMENT #

SUPERVISOR Ian Rice

SUPERVISOR

JOB TITLE Delivery Driver (☒ FT ☐ PT SEASONAL

JOB TITLE FT PT SEASONAL

HOURLY RATE

PREMIUM

SALARY

BONUS/INCENTIVE

Additional Explanation and Notes: Voluntary - Job Abandonment

REQUESTED BY:

Date: / /

(Manager/Supervisor Signature Required)

VERIFIED BY:

Date: 11/17/17

(Employee Relations Signature Required)

AUTHORIZED BY:

Date: / /

(Senior Manager Signature Required)

PAYROLL INPUT BY:

Date: / /

(Payroll Coordinator Signature Required)



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Martin Gutierrez Date of Hire 3/22/10

Effective Date 11/24/17 For Payroll Week Ending / /

REASON FOR CHANGE

☐ NEW HIRE

☐ TRANSFER

☐ LEAVE OF ABSENCE

☐ PAY CHANGE

☐ WORKERS COMPENSATION

Personal -from / / to / /

Medical -from / / to / /

Military -from / / to / /

FMLA -from / / to / /

Other (please specify)

☒ SEPARATION

☐ DISABILITY

Voluntary
Discharge

Short Term
Long Term

☐ INCENTIVE

☐ OTHER

FROM

TO

DEPARTMENT Transportation

DEPARTMENT

DEPARTMENT #

DEPARTMENT #

SUPERVISOR Ian Rios

SUPERVISOR

JOB TITLE Delivery Driver (☒ FT ☐ PT SEASONAL)

JOB TITLE FT PT SEASONAL

HOURLY RATE

PREMIUM

SALARY

BONUS/INCENTIVE

Additional Explanation and Notes: Involuntary - DUI

REQUESTED BY:

Date: / /

(Manager/Supervisor Signature Required)

VERIFIED BY:

Date: 11/20/17

(Employee Relations Signature Required)

AUTHORIZED BY:

Date: / /

(Senior Manager Signature Required)

PAYROLL INPUT BY:

Date: / /

(Payroll Coordinator Signature Required)



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Patrick Foster Date of Hire 7/31/17

Effective Date 11/29/17

For Payroll Week Ending / /

REASON FOR CHANGE

☐ NEW HIRE

☐ TRANSFER

☐ LEAVE OF ABSENCE

☐ PAY CHANGE

☐ WORKERS COMPENSATION

Personal - from / / to / /

Medical - from / / to / /

Military - from / / to / /

FMLA - from / / to / /

Other (please specify)

☒ SEPARATION
Voluntary
Discharge

☐ DISABILITY
Short Term
Long Term

☐ INCENTIVE

☐ OTHER

FROM

TO

DEPARTMENT Fleet Maintenance

DEPARTMENT

DEPARTMENT #

DEPARTMENT #

SUPERVISOR Bill Hodgkins

SUPERVISOR

JOB TITLE Fleet Tech (☒ FT ☐ PT SEASONAL)

JOB TITLE (☐ FT ☐ PT SEASONAL)

HOURLY RATE

PREMIUM

SALARY

BONUS/INCENTIVE

Additional Explanation and Notes: Voluntary - Resigned - Other Employment

REQUESTED BY:
(Manager/Supervisor Signature Required)

Date: / /

VERIFIED BY:
(Employee Relations Signature Required)

Date: 11/20/17

AUTHORIZED BY:
(Senior Manager Signature Required)

Date: / /

PAYROLL INPUT BY:
(Payroll Coordinator Signature Required)

Date: / /



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Tavist Jordan Date of Hire 8/28/17

Effective Date 11/29/17 For Payroll Week Ending 1/1/18

REASON FOR CHANGE

☐ NEW HIRE

☐ TRANSFER

☐ LEAVE OF ABSENCE

☐ PAY CHANGE

☐ WORKERS COMPENSATION

Personal -from / / to / /

Medical -from / / to / /

Military -from / / to / /

FMLA -from / / to / /

Other (please specify)

☒ SEPARATION
Voluntary
Discharge

☐ DISABILITY
Short Term
Long Term

☐ INCENTIVE

☐ OTHER

FROM

TO

DEPARTMENT Transportation

DEPARTMENT

DEPARTMENT #

DEPARTMENT #

SUPERVISOR Jan Rice

SUPERVISOR

JOB TITLE Delivery Driver (FT PT SEASONAL)

JOB TITLE FT PT SEASONAL

HOURLY RATE

PREMIUM

SALARY

BONUS/INCENTIVE

Additional Explanation and Notes: Resigned - Unable to Perform Position

REQUESTED BY:
(Manager/Supervisor Signature Required)

Date: / /

VERIFIED BY:
(Employee Relations Signature Required)

Date: 11/29/17

AUTHORIZED BY:
(Senior Manager Signature Required)

Date: / /

PAYROLL INPUT BY:
(Payroll Coordinator Signature Required)

Date: / /



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Avon Vance Date of Hire 9/25/17

Effective Date 11/30/17 For Payroll Week Ending / /

REASON FOR CHANGE

- ☐ NEW HIRE ☐ TRANSFER ☐ LEAVE OF ABSENCE
Personal - from / / to / /
☐ PAY CHANGE ☐ WORKERS COMPENSATION Medical - from / / to / /
Military - from / / to / /
☒ SEPARATION ☐ DISABILITY FMLA - from / / to / /
Voluntary Short Term Other (please specify)
Discharge Long Term

☐ INCENTIVE ☐ OTHER

FROM	TO
DEPARTMENT <u>Transportation</u>	DEPARTMENT <u> </u>
DEPARTMENT # <u> </u>	DEPARTMENT # <u> </u>
SUPERVISOR <u>Jan Rye</u>	SUPERVISOR <u> </u>
JOB TITLE <u>Delivery Driver</u> <input checked="" type="radio"/> FT <input type="radio"/> PT SEASONAL	JOB TITLE <u> </u> <input type="radio"/> FT <input type="radio"/> PT SEASONAL

HOURLY RATE <u> </u>	<u> </u>
PREMIUM <u> </u>	<u> </u>
SALARY <u> </u>	<u> </u>
BONUS/INCENTIVE <u> </u>	<u> </u>

Additional Explanation and Notes: Voluntary - Incarceration

REQUESTED BY: <u> </u> (Manager/Supervisor Signature Required)	Date: <u> </u> / <u> </u> / <u> </u>
VERIFIED BY: <u> </u> (Employee Relations Signature Required)	Date: <u>12/10/17</u>
AUTHORIZED BY: <u> </u> (Senior Manager Signature Required)	Date: <u> </u> / <u> </u> / <u> </u>
PAYROLL INPUT BY: <u> </u> (Payroll Coordinator Signature Required)	Date: <u> </u> / <u> </u> / <u> </u>



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Brett Butler Date of Hire 7/31/17

Effective Date 12/6/17 For Payroll Week Ending / /

REASON FOR CHANGE

☐ NEW HIRE

☐ TRANSFER

☐ LEAVE OF ABSENCE

☐ PAY CHANGE

☐ WORKERS COMPENSATION

Personal -from / / to / /

Medical -from / / to / /

Military -from / / to / /

FMLA -from / / to / /

Other (please specify)

☒ SEPARATION
Voluntary
Discharge

☐ DISABILITY
Short Term
Long Term

☐ INCENTIVE

☐ OTHER

FROM

TO

DEPARTMENT Outbound Warehouse

DEPARTMENT

DEPARTMENT #

DEPARTMENT #

SUPERVISOR Ryan Norman

SUPERVISOR

JOB TITLE Outbound Selector 1 FT PT SEASONAL

JOB TITLE FT PT SEASONAL

HOURLY RATE

PREMIUM

SALARY

BONUS/INCENTIVE

Additional Explanation and Notes: Voluntary - Job Abandonment / Walked
Off the Job

REQUESTED BY:
(Manager/Supervisor Signature Required)

Date: / /

VERIFIED BY:
(Employee Relations Signature Required)

Date: 12/7/17

AUTHORIZED BY:
(Senior Manager Signature Required)

Date: / /

PAYROLL INPUT BY:
(Payroll Coordinator Signature Required)

Date: / /



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Gary Collins Date of Hire 5/3/82

Effective Date 1/5/18 For Payroll Week Ending 1/1/18

REASON FOR CHANGE

☐ NEW HIRE

☐ TRANSFER

☐ LEAVE OF ABSENCE

☐ PAY CHANGE

☐ WORKERS COMPENSATION

Personal -from / / to / /

Medical -from / / to / /

Military -from / / to / /

FMLA -from / / to / /

Other (please specify)

☒ SEPARATION
Voluntary
Discharge

☐ DISABILITY
Short Term
Long Term

☐ INCENTIVE

☐ OTHER

FROM

TO

DEPARTMENT Transportation

DEPARTMENT

DEPARTMENT #

DEPARTMENT #

SUPERVISOR Ian Rice

SUPERVISOR

JOB TITLE Delivery Driver FT PT SEASONAL

JOB TITLE FT PT SEASONAL

HOURLY RATE

PREMIUM

SALARY

BONUS/INCENTIVE

Additional Explanation and Notes: Voluntary - Retirement (> 10 YOS, 55-64 yrs.)

REQUESTED BY:

Date: / /

VERIFIED BY:

Date: 1/3/18

AUTHORIZED BY:

Date: / /

PAYROLL INPUT BY:

Date: / /

(Manager/Supervisor Signature Required)

(Employee Relations Signature Required)

(Senior Manager Signature Required)

(Payroll Coordinator Signature Required)



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Orig Ddt = 8/24/12
Term 1 = 7/25/13
Rehire = 10/6/13
Date of Hire / /

Name of Employee Lane Binns

Effective Date 2/2/18

For Payroll Week Ending

REASON FOR CHANGE

☐ NEW HIRE

☐ TRANSFER

☐ LEAVE OF ABSENCE

☐ PAY CHANGE

☐ WORKERS COMPENSATION

☐ Personal-from / / to / /

☐ Medical -from / / to / /

☐ Military -from / / to / /

☐ FMLA -from / / to / /

☐ Other (please specify)

☒ SEPARATION

☐ DISABILITY

☐ Voluntary

☐ Short Term

☐ Discharge

☐ Long Term

X INCENTIVE

☐ OTHER

FROM

TO

DEPARTMENT Transportation

DEPARTMENT

DEPARTMENT #

DEPARTMENT #

SUPERVISOR Tan Rie

SUPERVISOR

JOB TITLE Delivery Driver FT PT SEASONAL

JOB TITLE FT PT SEASONAL

HOURLY RATE

PREMIUM

SALARY

BONUS/INCENTIVE

Additional Explanation and Notes: Voluntary - Resigned -

COMPLETED BY:

(Manager/Supervisor Signature)

Date:

AUTHORIZED BY:

(RSM/Sales VP Signature Required)

Date: 1/22/18

VERIFIED BY:

(HR VP Signature Required)

Date: / /

PAYROLL INPUT BY:

(Payroll Coordinator Signature Required)

Date: / /



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Rudy Fernandez Date of Hire 3/13/17

Effective Date 2/16/18

For Payroll Week Ending _____

REASON FOR CHANGE

☐ NEW HIRE

☐ TRANSFER

☐ LEAVE OF ABSENCE

☐ PAY CHANGE

☐ WORKERS COMPENSATION

☐ Personal-from ___/___/___ to ___/___/___

☐ Medical -from ___/___/___ to ___/___/___

☐ Military -from ___/___/___ to ___/___/___

☐ FMLA -from ___/___/___ to ___/___/___

☐ Other (please specify) _____

☒ SEPARATION

☐ DISABILITY

☒ Voluntary

☐ Short Term

☐ Discharge

☐ Long Term

X INCENTIVE _____

☐ OTHER _____

FROM

TO

DEPARTMENT Transportation

DEPARTMENT _____

DEPARTMENT # _____

DEPARTMENT # _____

SUPERVISOR Ian Rice

SUPERVISOR _____

JOB TITLE Delivery Driver FT PT SEASONAL

JOB TITLE _____ FT PT SEASONAL

HOURLY RATE _____

PREMIUM _____

SALARY _____

BONUS/INCENTIVE _____

Additional Explanation and Notes: Voluntary - Resignation - Other Employ,

COMPLETED BY: _____

Date: _____

(Manager/Supervisor Signature)

AUTHORIZED BY: _____

Date: 2/9/18

(RSM/Sales VP Signature Required)

VERIFIED BY: _____

Date: ___/___/___

(HR VP Signature Required)

PAYROLL INPUT BY: _____

Date: ___/___/___

(Payroll Coordinator Signature Required)



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Brooklyn Simon Date of Hire 3/13/17
Effective Date 2/6/18 For Payroll Week Ending _____

REASON FOR CHANGE

- ☐ NEW HIRE ☐ TRANSFER ☐ LEAVE OF ABSENCE
☐ PAY CHANGE ☐ WORKERS COMPENSATION ☐ Personal -from ____/____/____ to ____/____/____
☒ SEPARATION ☐ DISABILITY ☐ Medical -from ____/____/____ to ____/____/____
☐ Voluntary ☐ Short Term ☐ Military -from ____/____/____ to ____/____/____
☒ Discharge ☐ Long Term ☐ FMLA -from ____/____/____ to ____/____/____
☐ Other (please specify) _____
X INCENTIVE _____ ☐ OTHER _____

FROM	TO
DEPARTMENT <u>Transportation</u>	DEPARTMENT _____
DEPARTMENT # _____	DEPARTMENT # _____
SUPERVISOR <u>Jan Rice</u>	SUPERVISOR _____
JOB TITLE <u>Delivery Driver</u> <input checked="" type="radio"/> FT <input type="radio"/> PT SEASONAL	JOB TITLE _____ <input type="radio"/> FT <input type="radio"/> PT SEASONAL
HOURLY RATE _____	_____
PREMIUM _____	_____
SALARY _____	_____
BONUS/INCENTIVE _____	_____

Additional Explanation and Notes: Voluntary - Resigned - Other Employment

COMPLETED BY: _____ Date: _____
(Manager/Supervisor Signature)
AUTHORIZED BY: _____ Date: ____/____/____
(RSM/Sales VP Signature Required)
VERIFIED BY: _____ Date: 2/6/18
(HR VP Signature Required)
PAYROLL INPUT BY: _____ Date: ____/____/____
(Payroll Coordinator Signature Required)



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee (Nor) Fernando Tovar Date of Hire 5/22/17

Effective Date 2/15/18 For Payroll Week Ending / /

REASON FOR CHANGE

☐ NEW HIRE

☐ TRANSFER

☐ LEAVE OF ABSENCE

☐ PAY CHANGE

☐ WORKERS COMPENSATION

Personal - from / / to / /

Medical - from / / to / /

Military - from / / to / /

FMLA - from / / to / /

Other (please specify)

☒ SEPARATION

☐ DISABILITY

Voluntary
Discharge

Short Term
Long Term

☐ INCENTIVE

☐ OTHER

FROM

TO

DEPARTMENT Offboard Whse.

DEPARTMENT

DEPARTMENT #

DEPARTMENT #

SUPERVISOR Ryan Norman

SUPERVISOR

JOB TITLE Offboard Selector ☐ FT ☐ PT ☐ SEASONAL

JOB TITLE ☐ FT ☐ PT ☐ SEASONAL

HOURLY RATE

PREMIUM

SALARY

BONUS/INCENTIVE

Additional Explanation and Notes: Involuntary - Performance - Service Lacks

REQUESTED BY: [Signature]
(Manager/Supervisor Signature Required)

Date: / /

VERIFIED BY: [Signature]
(Employee Relations Signature Required)

Date: 2/16/18

AUTHORIZED BY:
(Senior Manager Signature Required)

Date: / /

PAYROLL INPUT BY:
(Payroll Coordinator Signature Required)

Date: / /



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Juan Juarez-Saucedo Date of Hire 1/9/17

Effective Date 2/27/18

For Payroll Week Ending / /

REASON FOR CHANGE

☐ NEW HIRE

☐ TRANSFER

☐ LEAVE OF ABSENCE

☐ PAY CHANGE

☐ WORKERS COMPENSATION

Personal -from / / to / /

Medical -from / / to / /

Military -from / / to / /

FMLA -from / / to / /

Other (please specify)

☒ SEPARATION
Voluntary
Discharge

☐ DISABILITY
Short Term
Long Term

☐ INCENTIVE

☐ OTHER

FROM

TO

DEPARTMENT Outbound Warehouse

DEPARTMENT

DEPARTMENT #

DEPARTMENT #

SUPERVISOR Ryan Norman

SUPERVISOR

JOB TITLE Outbound Selector ☒ FT ☐ PT ☐ SEASONAL

JOB TITLE ☐ FT ☐ PT ☐ SEASONAL

HOURLY RATE

PREMIUM

SALARY

BONUS/INCENTIVE

Additional Explanation and Notes: Involuntary - Attendance

REQUESTED BY: [Signature]
(Manager/Supervisor Signature Required)

Date: / /

VERIFIED BY: [Signature]
(Employee Relations Signature Required)

Date: 3/1/18

AUTHORIZED BY: [Signature]
(Senior Manager Signature Required)

Date: / /

PAYROLL INPUT BY:
(Payroll Coordinator Signature Required)

Date: / /



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Jordan Southwell Date of Hire 3/20/18

Effective Date 4/2/18 For Payroll Week Ending _____

REASON FOR CHANGE

- | | | |
|--|---|--|
| <input type="checkbox"/> NEW HIRE | <input type="checkbox"/> TRANSFER | <input type="checkbox"/> LEAVE OF ABSENCE |
| <input type="checkbox"/> PAY CHANGE | <input type="checkbox"/> WORKERS COMPENSATION | <input type="checkbox"/> Personal-from ____/____/____ to ____/____/____ |
| <input checked="" type="checkbox"/> SEPARATION | <input type="checkbox"/> DISABILITY | <input type="checkbox"/> Medical -from ____/____/____ to ____/____/____ |
| <input checked="" type="checkbox"/> Voluntary | <input type="checkbox"/> Short Term | <input type="checkbox"/> Military -from ____/____/____ to ____/____/____ |
| <input type="checkbox"/> Discharge | <input type="checkbox"/> Long Term | <input type="checkbox"/> FMLA -from ____/____/____ to ____/____/____ |
| | | <input type="checkbox"/> Other (please specify) _____ |

X INCENTIVE _____ ☐ OTHER _____

FROM	TO
DEPARTMENT <u>Transportation</u>	DEPARTMENT _____
DEPARTMENT # _____	DEPARTMENT # _____
SUPERVISOR <u>Jan Rice</u>	SUPERVISOR _____
JOB TITLE <u>Delivery Driver</u> FT PT SEASONAL	JOB TITLE _____ FT PT SEASONAL

HOURLY RATE _____	_____
PREMIUM _____	_____
SALARY _____	_____
BONUS/INCENTIVE _____	_____

Additional Explanation and Notes: Voluntary - Resigned - Other Employment

COMPLETED BY: _____ Date: _____
(Manager/Supervisor Signature)

AUTHORIZED BY: _____ Date: ____/____/____
(RSM/Sales VP Signature Required)

VERIFIED BY: _____ Date: 4/9/18
(HR VP Signature Required)

PAYROLL INPUT BY: _____ Date: ____/____/____
(Payroll Coordinator Signature Required)



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Thomas Rice Date of Hire 8/26/12

Effective Date 4/10/18

For Payroll Week Ending _____

REASON FOR CHANGE

- | | | |
|---|---|--|
| <input type="checkbox"/> NEW HIRE | <input type="checkbox"/> TRANSFER | <input type="checkbox"/> LEAVE OF ABSENCE |
| <input type="checkbox"/> PAY CHANGE | <input type="checkbox"/> WORKERS COMPENSATION | <input type="checkbox"/> Personal -from ____/____/____ to ____/____/____ |
| <input checked="" type="checkbox"/> SEPARATION | <input type="checkbox"/> DISABILITY | <input type="checkbox"/> Medical -from ____/____/____ to ____/____/____ |
| <input type="checkbox"/> Voluntary | <input type="checkbox"/> Short Term | <input type="checkbox"/> Military -from ____/____/____ to ____/____/____ |
| <input checked="" type="checkbox"/> Discharge | <input type="checkbox"/> Long Term | <input type="checkbox"/> FMLA -from ____/____/____ to ____/____/____ |
| | | <input type="checkbox"/> Other (please specify) _____ |
| <input checked="" type="checkbox"/> INCENTIVE _____ | | <input type="checkbox"/> OTHER _____ |

FROM

TO

DEPARTMENT Transportation

DEPARTMENT _____

DEPARTMENT # _____

DEPARTMENT # _____

SUPERVISOR Jan Rice

SUPERVISOR _____

JOB TITLE Delivery Driver ☐ FT ☐ PT ☐ SEASONAL

JOB TITLE _____ ☐ FT ☐ PT ☐ SEASONAL

HOURLY RATE _____

PREMIUM _____

SALARY _____

BONUS/INCENTIVE _____

Additional Explanation and Notes: Involuntary - Safety Violation

COMPLETED BY: _____ Date: _____
(Manager/Supervisor Signature)

AUTHORIZED BY: _____ Date: ____/____/____
(RSM/Sales VP Signature Required)

VERIFIED BY: _____ Date: 4/10/18
(HR VP Signature Required)

PAYROLL INPUT BY: _____ Date: ____/____/____
(Payroll Coordinator Signature Required)



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Luis Rosales Date of Hire 8/10/15

Effective Date 4/11/18

For Payroll Week Ending _____

REASON FOR CHANGE

- | | | |
|--|---|--|
| <input type="checkbox"/> NEW HIRE | <input type="checkbox"/> TRANSFER | <input type="checkbox"/> LEAVE OF ABSENCE |
| <input type="checkbox"/> PAY CHANGE | <input type="checkbox"/> WORKERS COMPENSATION | <input type="checkbox"/> Personal-from ____/____/____ to ____/____/____ |
| <input checked="" type="checkbox"/> SEPARATION | <input type="checkbox"/> DISABILITY | <input type="checkbox"/> Medical -from ____/____/____ to ____/____/____ |
| <input type="checkbox"/> Voluntary | <input type="checkbox"/> Short Term | <input type="checkbox"/> Military -from ____/____/____ to ____/____/____ |
| <input checked="" type="checkbox"/> Discharge | <input type="checkbox"/> Long Term | <input type="checkbox"/> FMLA -from ____/____/____ to ____/____/____ |
| | | <input type="checkbox"/> Other (please specify) _____ |
| X INCENTIVE _____ | | <input type="checkbox"/> OTHER _____ |

FROM	TO
DEPARTMENT <u>OBWH</u>	DEPARTMENT _____
DEPARTMENT # _____	DEPARTMENT # _____
SUPERVISOR <u>Ryan Norman</u>	SUPERVISOR _____
JOB TITLE <u>Outbound Selector</u> <input checked="" type="radio"/> FT <input type="radio"/> PT SEASONAL	JOB TITLE _____ <input type="radio"/> FT <input type="radio"/> PT SEASONAL
HOURLY RATE _____	_____
PREMIUM _____	_____
SALARY _____	_____
BONUS/INCENTIVE _____	_____

Additional Explanation and Notes: Involuntary - Positive Drug Screen

COMPLETED BY: _____ (Manager/Supervisor Signature) Date: _____

AUTHORIZED BY: _____ (RSM/Sales VP Signature Required) Date: ____/____/____

VERIFIED BY: _____ (HR VP Signature Required) Date: 4/12/18

PAYROLL INPUT BY: _____ (Payroll Coordinator Signature Required) Date: ____/____/____



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Jeremy Moore Date of Hire 2/27/18

Effective Date 4/24/18

For Payroll Week Ending _____

REASON FOR CHANGE

☐ NEW HIRE

☐ TRANSFER

☐ LEAVE OF ABSENCE

☐ PAY CHANGE

☐ WORKERS COMPENSATION

☐ Personal-from ____/____/____ to ____/____/____

☐ Medical -from ____/____/____ to ____/____/____

☐ Military -from ____/____/____ to ____/____/____

☐ FMLA -from ____/____/____ to ____/____/____

☐ Other (please specify) _____

☒ SEPARATION

☐ DISABILITY

☐ Voluntary

☐ Short Term

☐ Discharge

☐ Long Term

X INCENTIVE _____

☐ OTHER _____

FROM

TO

DEPARTMENT Transportation

DEPARTMENT _____

DEPARTMENT # _____

DEPARTMENT # _____

SUPERVISOR Jan Rice

SUPERVISOR _____

JOB TITLE Delivery Driver ☒ FT ☐ PT ☐ SEASONAL

JOB TITLE _____ ☐ FT ☐ PT ☐ SEASONAL

HOURLY RATE _____

PREMIUM _____

SALARY _____

BONUS/INCENTIVE _____

Additional Explanation and Notes: Voluntary - Resigned - Child Care / Family

COMPLETED BY: _____
(Manager/Supervisor Signature)

Date: _____

AUTHORIZED BY: _____
(RSM/Sales VP Signature Required)

Date: ____/____/____

VERIFIED BY: _____
(HR VP Signature Required)

Date: 4/25/18

PAYROLL INPUT BY: _____
(Payroll Coordinator Signature Required)

Date: ____/____/____



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Omar Adams Date of Hire 4/9/18

Effective Date 5/10/18 For Payroll Week Ending _____

REASON FOR CHANGE

- | | | |
|--|---|--|
| <input type="checkbox"/> NEW HIRE | <input type="checkbox"/> TRANSFER | <input type="checkbox"/> LEAVE OF ABSENCE |
| <input type="checkbox"/> PAY CHANGE | <input type="checkbox"/> WORKERS COMPENSATION | <input type="checkbox"/> Personal -from ___/___/___ to ___/___/___ |
| <input checked="" type="checkbox"/> SEPARATION | <input type="checkbox"/> DISABILITY | <input type="checkbox"/> Medical -from ___/___/___ to ___/___/___ |
| <input type="checkbox"/> Voluntary | <input type="checkbox"/> Short Term | <input type="checkbox"/> Military -from ___/___/___ to ___/___/___ |
| <input type="checkbox"/> Discharge | <input type="checkbox"/> Long Term | <input type="checkbox"/> FMLA -from ___/___/___ to ___/___/___ |
| | | <input type="checkbox"/> Other (please specify) _____ |

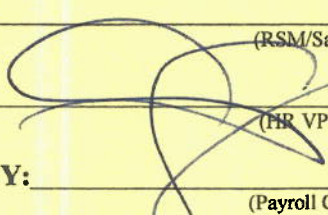
☒ INCENTIVE _____

☐ OTHER _____

FROM	TO
DEPARTMENT <u>Outboard Wks.</u>	DEPARTMENT _____
DEPARTMENT # _____	DEPARTMENT # _____
SUPERVISOR <u>Ryan Norman</u>	SUPERVISOR _____
JOB TITLE <u>Outboard Scheduler</u> <input type="radio"/> FT <input type="radio"/> PT SEASONAL	JOB TITLE _____ <input type="radio"/> FT <input type="radio"/> PT SEASONAL

HOURLY RATE _____	_____
PREMIUM _____	_____
SALARY _____	_____
BONUS/INCENTIVE _____	_____

Additional Explanation and Notes: Voluntary - No call, No Show

COMPLETED BY: _____ (Manager/Supervisor Signature)	Date: _____
AUTHORIZED BY: _____ (RSM/Sales VP Signature Required)	Date: ___/___/___
VERIFIED BY:  _____ (HR VP Signature Required)	Date: <u>5/11/18</u>
PAYROLL INPUT BY: _____ (Payroll Coordinator Signature Required)	Date: ___/___/___



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Michael Burns Date of Hire 4/16/18

Effective Date 5/8/18

For Payroll Week Ending 5/14/18

REASON FOR CHANGE

- | | | |
|--|---|--|
| <input type="checkbox"/> NEW HIRE | <input type="checkbox"/> TRANSFER | <input type="checkbox"/> LEAVE OF ABSENCE |
| <input type="checkbox"/> PAY CHANGE | <input type="checkbox"/> WORKERS COMPENSATION | <input type="checkbox"/> Personal -from ___/___/___ to ___/___/___ |
| <input checked="" type="checkbox"/> SEPARATION | <input type="checkbox"/> DISABILITY | <input type="checkbox"/> Medical -from ___/___/___ to ___/___/___ |
| <input type="checkbox"/> Voluntary | <input type="checkbox"/> Short Term | <input type="checkbox"/> Military -from ___/___/___ to ___/___/___ |
| <input checked="" type="checkbox"/> Discharge | <input type="checkbox"/> Long Term | <input type="checkbox"/> FMLA -from ___/___/___ to ___/___/___ |
| | | <input type="checkbox"/> Other (please specify) _____ |

☒ INCENTIVE _____

☒ OTHER _____

FROM

TO

DEPARTMENT Outboard Warehouse

DEPARTMENT _____

DEPARTMENT # _____

DEPARTMENT # _____

SUPERVISOR Ryan Norman

SUPERVISOR _____

JOB TITLE Outboard Selector (FT PT SEASONAL)

JOB TITLE _____ (FT PT SEASONAL)

HOURLY RATE _____

PREMIUM _____

SALARY _____

BONUS/INCENTIVE _____

Additional Explanation and Notes: Involuntary - Attendance

COMPLETED BY: _____
(Manager/Supervisor Signature)

Date: _____

AUTHORIZED BY: _____
(RSM/Sales VP Signature Required)

Date: ___/___/___

VERIFIED BY:  _____
(HR VP Signature Required)

Date: 5/11/18

PAYROLL INPUT BY: _____
(Payroll Coordinator Signature Required)

Date: ___/___/___



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Marquis Davis Date of Hire 2/12/18

Effective Date 5/18/18

For Payroll Week Ending _____

REASON FOR CHANGE

- | | | |
|--|---|--|
| <input type="checkbox"/> NEW HIRE | <input type="checkbox"/> TRANSFER | <input type="checkbox"/> LEAVE OF ABSENCE |
| <input type="checkbox"/> PAY CHANGE | <input type="checkbox"/> WORKERS COMPENSATION | <input type="checkbox"/> Personal -from ____/____/____ to ____/____/____ |
| <input checked="" type="checkbox"/> SEPARATION | <input type="checkbox"/> DISABILITY | <input type="checkbox"/> Medical -from ____/____/____ to ____/____/____ |
| <input type="checkbox"/> Voluntary | <input type="checkbox"/> Short Term | <input type="checkbox"/> Military -from ____/____/____ to ____/____/____ |
| <input type="checkbox"/> Discharge | <input type="checkbox"/> Long Term | <input type="checkbox"/> FMLA -from ____/____/____ to ____/____/____ |
| | | <input type="checkbox"/> Other (please specify) _____ |

X INCENTIVE _____

☐ OTHER _____

FROM

TO

DEPARTMENT Outboard Whse.

DEPARTMENT _____

DEPARTMENT # _____

DEPARTMENT # _____

SUPERVISOR Ryan Norman

SUPERVISOR _____

JOB TITLE Outboard Selector ☒ FT ☐ PT SEASONAL

JOB TITLE _____ ☐ FT ☐ PT SEASONAL

HOURLY RATE _____

PREMIUM _____

SALARY _____

BONUS/INCENTIVE _____

Additional Explanation and Notes: Voluntary - Resigned - Termination

COMPLETED BY: _____
(Manager/Supervisor Signature)

Date: _____

AUTHORIZED BY: _____
(RSM/Sales VP Signature Required)

Date: ____/____/____

VERIFIED BY: _____
(HR VP Signature Required)

Date: 5/11/18

PAYROLL INPUT BY: _____
(Payroll Coordinator Signature Required)

Date: ____/____/____



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Sonny Lamp Date of Hire 11/3/13
Effective Date 5/16/18 For Payroll Week Ending _____

REASON FOR CHANGE

- | | | |
|--|---|--|
| <input type="checkbox"/> NEW HIRE | <input type="checkbox"/> TRANSFER | <input type="checkbox"/> LEAVE OF ABSENCE |
| <input type="checkbox"/> PAY CHANGE | <input type="checkbox"/> WORKERS COMPENSATION | <input type="checkbox"/> Personal-from ____/____/____ to ____/____/____ |
| <input checked="" type="checkbox"/> SEPARATION | <input type="checkbox"/> DISABILITY | <input type="checkbox"/> Medical -from ____/____/____ to ____/____/____ |
| <input checked="" type="checkbox"/> Voluntary | <input type="checkbox"/> Short Term | <input type="checkbox"/> Military -from ____/____/____ to ____/____/____ |
| <input type="checkbox"/> Discharge | <input type="checkbox"/> Long Term | <input type="checkbox"/> FMLA -from ____/____/____ to ____/____/____ |
| | | <input type="checkbox"/> Other (please specify) _____ |

X INCENTIVE _____

☐ OTHER _____

FROM
DEPARTMENT Outboard Warehouse
DEPARTMENT # _____
SUPERVISOR Ryan Norman
JOB TITLE Loader FT PT SEASONAL

TO
DEPARTMENT _____
DEPARTMENT # _____
SUPERVISOR _____
JOB TITLE _____ FT PT SEASONAL

HOURLY RATE _____

PREMIUM _____

SALARY _____

BONUS/INCENTIVE _____

Additional Explanation and Notes: Voluntary - Resigned - Other Employment

COMPLETED BY: _____
(Manager/Supervisor Signature)

Date: _____

AUTHORIZED BY: _____
(RSM/Sales VP Signature Required)

Date: ____/____/____

VERIFIED BY:  _____
(HR VP Signature Required)

Date: 5/2/18

PAYROLL INPUT BY: _____
(Payroll Coordinator Signature Required)

Date: ____/____/____



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Juan Cortes Date of Hire 5/7/18

Effective Date 5/14/18

For Payroll Week Ending _____

REASON FOR CHANGE

- | | | |
|--|---|--|
| <input type="checkbox"/> NEW HIRE | <input type="checkbox"/> TRANSFER | <input type="checkbox"/> LEAVE OF ABSENCE |
| <input type="checkbox"/> PAY CHANGE | <input type="checkbox"/> WORKERS COMPENSATION | <input type="checkbox"/> Personal-from ____/____/____ to ____/____/____ |
| <input checked="" type="checkbox"/> SEPARATION | <input type="checkbox"/> DISABILITY | <input type="checkbox"/> Medical -from ____/____/____ to ____/____/____ |
| <input type="checkbox"/> Voluntary | <input type="checkbox"/> Short Term | <input type="checkbox"/> Military -from ____/____/____ to ____/____/____ |
| <input type="checkbox"/> Discharge | <input type="checkbox"/> Long Term | <input type="checkbox"/> FMLA -from ____/____/____ to ____/____/____ |
| | | <input type="checkbox"/> Other (please specify) _____ |

X INCENTIVE _____

☐ OTHER _____

FROM

TO

DEPARTMENT Outboard Wise

DEPARTMENT _____

DEPARTMENT # _____

DEPARTMENT # _____

SUPERVISOR Ryan Norman

SUPERVISOR _____

JOB TITLE Outboard ☒ FT ☐ PT SEASONAL
Selector

JOB TITLE _____ ☐ FT ☐ PT SEASONAL

HOURLY RATE _____

PREMIUM _____

SALARY _____

BONUS/INCENTIVE _____

Additional Explanation and Notes: Voluntary - Resigned - Family Illness/Emrg.

COMPLETED BY: _____
(Manager/Supervisor Signature)

Date: _____

AUTHORIZED BY: _____
(RSM/Sales VP Signature Required)

Date: ____/____/____

VERIFIED BY: _____
(HR VP Signature Required)

Date: 5/17/18

PAYROLL INPUT BY: _____
(Payroll Coordinator Signature Required)

Date: ____/____/____



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee John Hoag Date of Hire 3/26/18

Effective Date 5/1/18

For Payroll Week Ending _____

REASON FOR CHANGE

- | | | |
|--|---|--|
| <input type="checkbox"/> NEW HIRE | <input type="checkbox"/> TRANSFER | <input type="checkbox"/> LEAVE OF ABSENCE |
| <input type="checkbox"/> PAY CHANGE | <input type="checkbox"/> WORKERS COMPENSATION | <input type="checkbox"/> Personal -from ____/____/____ to ____/____/____ |
| <input checked="" type="checkbox"/> SEPARATION | <input type="checkbox"/> DISABILITY | <input type="checkbox"/> Medical -from ____/____/____ to ____/____/____ |
| <input type="checkbox"/> Voluntary | <input type="checkbox"/> Short Term | <input type="checkbox"/> Military -from ____/____/____ to ____/____/____ |
| <input type="checkbox"/> Discharge | <input type="checkbox"/> Long Term | <input type="checkbox"/> FMLA -from ____/____/____ to ____/____/____ |
| | | <input type="checkbox"/> Other (please specify) _____ |

☒ INCENTIVE _____

☐ OTHER _____

FROM

TO

DEPARTMENT Outboard Whse.

DEPARTMENT _____

DEPARTMENT # _____

DEPARTMENT # _____

SUPERVISOR Ryan Norman

SUPERVISOR _____

JOB TITLE Outboard Scheduler () FT PT SEASONAL

JOB TITLE _____ FT PT SEASONAL

HOURLY RATE _____

PREMIUM _____

SALARY _____

BONUS/INCENTIVE _____

Additional Explanation and Notes: Voluntary - Resigned - Job Abandonment

COMPLETED BY: _____
(Manager/Supervisor Signature)

Date: _____

AUTHORIZED BY: _____
(RSM/Sales VP Signature Required)

Date: ____/____/____

VERIFIED BY: _____
(HR VP Signature Required)

Date: 5/24/18

PAYROLL INPUT BY: _____
(Payroll Coordinator Signature Required)

Date: ____/____/____



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Jon Banner

Date of Hire 4/19/18

Effective Date 5/18/18

For Payroll Week Ending _____

REASON FOR CHANGE

☐ NEW HIRE

☐ TRANSFER

☐ LEAVE OF ABSENCE

☐ PAY CHANGE

☐ WORKERS COMPENSATION

☐ Personal -from ____/____/____ to ____/____/____

☐ Medical -from ____/____/____ to ____/____/____

☐ Military -from ____/____/____ to ____/____/____

☐ FMLA -from ____/____/____ to ____/____/____

☐ Other (please specify) _____

☒ SEPARATION

☐ DISABILITY

☒ Voluntary

☐ Short Term

☐ Discharge

☐ Long Term

X INCENTIVE _____

☐ OTHER _____

FROM

TO

DEPARTMENT Transportation

DEPARTMENT _____

DEPARTMENT # _____

DEPARTMENT # _____

SUPERVISOR Jan Rice

SUPERVISOR _____

JOB TITLE Delivery (FT) PT SEASONAL

JOB TITLE _____ FT PT SEASONAL

Driver

HOURLY RATE _____

PREMIUM _____

SALARY _____

BONUS/INCENTIVE _____

Additional Explanation and Notes: Voluntary - Resigned - Unable to Perform Position

COMPLETED BY: _____
(Manager/Supervisor Signature)

Date: _____

AUTHORIZED BY: _____
(RSM/Sales VP Signature Required)

Date: ____/____/____

VERIFIED BY:  _____
(HR VP Signature Required)

Date: 5/18/18

PAYROLL INPUT BY: _____
(Payroll Coordinator Signature Required)

Date: ____/____/____



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Dominique Jordan Date of Hire 3/26/18

Effective Date 5/20/18

For Payroll Week Ending _____

REASON FOR CHANGE

☐ NEW HIRE

☐ TRANSFER

☐ LEAVE OF ABSENCE

☐ PAY CHANGE

☐ WORKERS COMPENSATION

☐ Personal-from ____/____/____ to ____/____/____

☐ Medical -from ____/____/____ to ____/____/____

☐ Military -from ____/____/____ to ____/____/____

☐ FMLA -from ____/____/____ to ____/____/____

☐ Other (please specify) _____

☒ SEPARATION

☐ DISABILITY

☒ Voluntary

☐ Short Term

☐ Discharge

☐ Long Term

X INCENTIVE _____

☐ OTHER _____

FROM

TO

DEPARTMENT Outboard Warehouse

DEPARTMENT _____

DEPARTMENT # _____

DEPARTMENT # _____

SUPERVISOR Ryan Norman

SUPERVISOR _____

JOB TITLE Outboard Selector (FT PT SEASONAL)

JOB TITLE _____ FT PT SEASONAL

HOURLY RATE _____

PREMIUM _____

SALARY _____

BONUS/INCENTIVE _____

Additional Explanation and Notes: Voluntary - Resigned - No Notice

COMPLETED BY: _____
(Manager/Supervisor Signature)

Date: _____

AUTHORIZED BY: _____
(RSM/Sales VP Signature Required)

Date: ____/____/____

VERIFIED BY:  _____
(HR VP Signature Required)

Date: 5/24/18

PAYROLL INPUT BY: _____
(Payroll Coordinator Signature Required)

Date: ____/____/____



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Timothy Woodward Date of Hire 4/9/18

Effective Date 5/21/18 For Payroll Week Ending _____

REASON FOR CHANGE

- | | | |
|--|---|--|
| <input type="checkbox"/> NEW HIRE | <input type="checkbox"/> TRANSFER | <input type="checkbox"/> LEAVE OF ABSENCE |
| <input type="checkbox"/> PAY CHANGE | <input type="checkbox"/> WORKERS COMPENSATION | <input type="checkbox"/> Personal -from ____/____/____ to ____/____/____ |
| <input checked="" type="checkbox"/> SEPARATION | <input type="checkbox"/> DISABILITY | <input type="checkbox"/> Medical -from ____/____/____ to ____/____/____ |
| <input type="checkbox"/> Voluntary | <input type="checkbox"/> Short Term | <input type="checkbox"/> Military -from ____/____/____ to ____/____/____ |
| <input checked="" type="checkbox"/> Discharge | <input type="checkbox"/> Long Term | <input type="checkbox"/> FMLA -from ____/____/____ to ____/____/____ |
| | | <input type="checkbox"/> Other (please specify) _____ |

☒ INCENTIVE _____

☐ OTHER _____

FROM

TO

DEPARTMENT Transportation - local

DEPARTMENT _____

DEPARTMENT # _____

DEPARTMENT # _____

SUPERVISOR Jan Rice

SUPERVISOR _____

JOB TITLE Delivery Driver ☒ FT ☐ PT ☐ SEASONAL

JOB TITLE _____ ☐ FT ☐ PT ☐ SEASONAL

HOURLY RATE _____

PREMIUM _____

SALARY _____

BONUS/INCENTIVE _____

Additional Explanation and Notes: Involuntary - Not Qualified For Position

COMPLETED BY: _____
(Manager/Supervisor Signature)

Date: _____

AUTHORIZED BY: _____
(RSM/Sales VP Signature Required)

Date: ____/____/____

VERIFIED BY:  _____
(HR VP Signature Required)

Date: 5/18/18

PAYROLL INPUT BY: _____
(Payroll Coordinator Signature Required)

Date: ____/____/____



Sysco Grand Rapids, LLC
PERSONNEL/PAYROLL CHANGE FORM

Name of Employee Kenneth Lacey Date of Hire 7/26/09

Effective Date 5/22/18

For Payroll Week Ending _____

REASON FOR CHANGE

- | | | |
|--|---|--|
| <input type="checkbox"/> NEW HIRE | <input type="checkbox"/> TRANSFER | <input type="checkbox"/> LEAVE OF ABSENCE |
| <input type="checkbox"/> PAY CHANGE | <input type="checkbox"/> WORKERS COMPENSATION | <input type="checkbox"/> Personal -from ____/____/____ to ____/____/____ |
| <input checked="" type="checkbox"/> SEPARATION | <input type="checkbox"/> DISABILITY | <input type="checkbox"/> Medical -from ____/____/____ to ____/____/____ |
| <input checked="" type="checkbox"/> Voluntary | <input type="checkbox"/> Short Term | <input type="checkbox"/> Military -from ____/____/____ to ____/____/____ |
| <input type="checkbox"/> Discharge | <input type="checkbox"/> Long Term | <input type="checkbox"/> FMLA -from ____/____/____ to ____/____/____ |
| | | <input type="checkbox"/> Other (please specify) _____ |

☒ INCENTIVE _____

☐ OTHER _____

FROM

TO

DEPARTMENT Transportation

DEPARTMENT _____

DEPARTMENT # _____

DEPARTMENT # _____

SUPERVISOR Ian Rice

SUPERVISOR _____

JOB TITLE Delivery Driver ☒ FT ☐ PT ☐ SEASONAL

JOB TITLE _____ ☐ FT ☐ PT ☐ SEASONAL

HOURLY RATE _____

PREMIUM _____

SALARY _____

BONUS/INCENTIVE _____

Additional Explanation and Notes: Voluntary - Resigned - Other Employment

COMPLETED BY: _____
(Manager/Supervisor Signature)

Date: _____

AUTHORIZED BY: _____
(RSM/Sales VP Signature Required)

Date: ____/____/____

VERIFIED BY:  _____
(HR VP Signature Required)

Date: 5/17/18

PAYROLL INPUT BY: _____
(Payroll Coordinator Signature Required)

Date: ____/____/____

Exhibit B

Personnel Number	Position	Date type	Date	Personnel Subarea	Signed Card
Case,Ross T	Cycle Counter	Original Hire Date	9/24/2012	Finance	Yes
Strautz,Kevin A	Cycle Counter	Original Hire Date	3/22/1999	Finance	
Colon,Cameron Alexander	Driver Check in Associate	Original Hire Date	9/23/2014	Finance	
Harmon,Kathee L	Driver Check in Associate	Original Hire Date	4/24/1995	Finance	Yes
Hoekwater,Ronald L	QA Inspector	Original Hire Date	4/28/1982	Finance	
Zomberg,Stephen M	QA Inspector	Original Hire Date	10/11/1999	Finance	
Lee,Jennifer M	Will Call Associate	Original Hire Date	5/7/1999	Finance	Yes
Beard,Danny J.	Beverage Technician	Original Hire Date	1/7/1991	Maintenance	
Hyink,Jon B	Beverage Technician	Original Hire Date	9/10/1984	Maintenance	
Larsen,Gary G	Beverage Technician	Original Hire Date	2/1/2010	Maintenance	
Lumsden,Phillip G	Beverage Technician	Original Hire Date	6/10/2015	Maintenance	
Kamin,Robby James	Facility Technician	Original Hire Date	9/26/2016	Maintenance	
Smith,Paul Edward	Facility Technician	Original Hire Date	11/7/2016	Maintenance	Yes
Wirtz,Craig E	Facility Technician	Original Hire Date	5/28/2002	Maintenance	
Borr,Clark Andrew	Fleet Technician II, Journeyman	Original Hire Date	2/12/2018	Maintenance	
Harp,Michael J	Fleet Technician II, Journeyman	Original Hire Date	11/17/1998	Maintenance	
Mc Brian,Jeffery A	Fleet Technician II, Journeyman	Original Hire Date	9/27/1995	Maintenance	
Root,Ryan D	Fleet Technician II, Journeyman	Original Hire Date	4/4/2002	Maintenance	
Sierakowski,Matthew Scott	Fleet Technician II, Journeyman	Original Hire Date	3/12/2018	Maintenance	
Garcia,Miguel Angel	Maintenance Utility Worker Technician	Original Hire Date	2/13/2017	Maintenance	
Gutierrez,Martin	Maintenance Utility Worker Technician	Rehire Date	4/16/2018	Maintenance	
Hackbarth,Jordan Thomas	Material Handling Technician	Original Hire Date	9/11/2017	Maintenance	Yes
Bombul,Joseph G	Sanitation Technician	Original Hire Date	2/13/1995	Maintenance	
Handy,Jerome V.	Sanitation Technician	Original Hire Date	5/10/1993	Maintenance	
Wiegers,James S.	Sanitation Technician	Original Hire Date	6/11/1990	Maintenance	Yes
Shetterly,Paul D	Yard Spotter	Original Hire Date	8/17/1998	Maintenance	
Adevai,Daniel Joseph	Driver	Original Hire Date	2/26/2018	Transportation	
Aguilar,Raul Angel	Driver	Original Hire Date	5/26/2015	Transportation	
Bailey,Joshua Michael	Driver	Original Hire Date	1/29/2018	Transportation	
Barnes,Dwayne A	Driver	Original Hire Date	4/7/1997	Transportation	
Bowman,Todd A	Driver	Original Hire Date	4/11/1994	Transportation	Yes
Brown,Kyril S	Driver	Original Hire Date	6/18/2006	Transportation	
Buchholz,Derek Adam	Driver	Original Hire Date	8/14/2017	Transportation	
Castine,Chadwick M	Driver	Original Hire Date	7/24/1998	Transportation	Yes
Cross,Brian D	Driver	Original Hire Date	6/18/1996	Transportation	Yes
Decker,Raymond S	Driver	Original Hire Date	4/12/1996	Transportation	Yes
Deleu,Philip P.	Driver	Original Hire Date	7/6/1989	Transportation	

Dinsmore,Chad A	Driver	Original Hire Date	6/4/2001	Transportation	
Dombrowski,Phillip P	Driver	Original Hire Date	6/6/2007	Transportation	
Eisenga,Tyler Joshua	Driver	Original Hire Date	5/7/2018	Transportation	
Emmorey,Jeremy	Driver	Original Hire Date	11/21/2016	Transportation	
Emmorey,Joseph Mark	Driver	Original Hire Date	2/12/2018	Transportation	
England,Jeff Dale	Driver	Original Hire Date	6/13/2016	Transportation	
Enos,Dean Allen	Driver	Original Hire Date	4/24/2017	Transportation	
Estrada-Pinzon,Charles	Driver	Original Hire Date	11/18/2012	Transportation	Yes
Feliciano Jr,Julio J	Driver	Original Hire Date	4/3/2000	Transportation	Yes
Ferguson,Larry C	Driver	Original Hire Date	1/30/1996	Transportation	Yes
Finn,Brendon A	Driver	Original Hire Date	11/9/2015	Transportation	
Foster,Robert Joseph	Driver	Original Hire Date	8/29/2016	Transportation	
Gage,Rusty A	Driver	Original Hire Date	5/27/1988	Transportation	
Gerke,Garrett Nolan	Driver	Original Hire Date	4/6/2015	Transportation	
Gillow,Joshua Howard	Driver	Original Hire Date	5/8/2017	Transportation	
Graham,Erik M	Driver	Original Hire Date	11/11/2007	Transportation	Yes
Grinage,Andrew S	Driver	Original Hire Date	3/11/2012	Transportation	Yes
Haller,Todd R	Driver	Original Hire Date	9/19/1988	Transportation	
Heflin,David A	Driver	Original Hire Date	4/25/1989	Transportation	
Hibbard,Cody Kenneth James	Driver	Original Hire Date	4/9/2018	Transportation	
Holmes,Scott G	Driver	Original Hire Date	10/25/1999	Transportation	Yes
Holton II,Thomas L	Driver	Original Hire Date	3/9/2008	Transportation	Yes
Holtrop,Ronald J	Driver	Original Hire Date	6/9/1980	Transportation	
Hoppe,Gregg F	Driver	Original Hire Date	12/2/1996	Transportation	
Humphrey,Ralph Benjamin	Driver	Original Hire Date	11/13/2017	Transportation	
Hurd,Christopher J	Driver	Rehire Date	7/8/2008	Transportation	
Johnson,Jeffrey L	Driver	Original Hire Date	6/18/1996	Transportation	Yes
Johnson,Sean Steven	Driver	Original Hire Date	7/10/2017	Transportation	
Kilpatrick,James C	Driver	Rehire Date	9/14/2010	Transportation	Yes
King,Kevin T.	Driver	Original Hire Date	3/30/1994	Transportation	Yes
Kluszczinski,Kenneth D	Driver	Original Hire Date	9/19/1995	Transportation	
Kopach,Richard John	Driver	Original Hire Date	3/12/2018	Transportation	
Kraai,Dirk D	Driver	Original Hire Date	5/22/2000	Transportation	
LaHaie,Derek J	Driver	Original Hire Date	4/21/2008	Transportation	
Lauer,Kevin J.	Driver	Original Hire Date	5/21/1992	Transportation	
Lazarus,Anthony H	Driver	Original Hire Date	5/30/1997	Transportation	Yes
Libera,Beau J	Driver	Original Hire Date	4/20/1997	Transportation	Yes
Loonsfoot,Timothy L	Driver	Original Hire Date	9/25/2005	Transportation	Yes

Lowing,Timothy E	Driver	Original Hire Date	2/14/2000	Transportation	Yes
May,Gary L	Driver	Original Hire Date	4/19/1996	Transportation	Yes
Moayyer,Anthony P	Driver	Original Hire Date	5/7/2018	Transportation	
Moore,Albert G	Driver	Original Hire Date	4/4/1994	Transportation	Yes
Mullen,Steven K	Driver	Original Hire Date	9/18/1995	Transportation	
Naves,Samar N	Driver	Original Hire Date	1/29/2018	Transportation	
Parmelee,Tyler Michael	Driver	Original Hire Date	5/7/2018	Transportation	
Portice, Steven	Driver	Original Hire Date	5/27/2008	Transportation	Yes
Puffer II,Larry R	Driver	Original Hire Date	5/21/2018	Transportation	
Rice,Brandon J	Driver	Rehire Date	6/5/2011	Transportation	
Rice,Robert J	Driver	Original Hire Date	2/12/1996	Transportation	
Rocco,Anthony	Driver	Original Hire Date	11/21/2010	Transportation	Yes
Rodriguez,J Trinidad	Driver	Original Hire Date	4/23/1996	Transportation	Yes
Russell,Michael R	Driver	Original Hire Date	4/16/1992	Transportation	
Sanders, Lowell	Driver	Original Hire Date	12/15/2003	Transportation	
Sanicki,Christopher L	Driver	Original Hire Date	4/12/1999	Transportation	Yes
Schlappi,Douglas J	Driver	Original Hire Date	5/7/2018	Transportation	
Schlappi,Justin Louis	Driver	Original Hire Date	2/8/2016	Transportation	
Schulz,Mark C	Driver	Original Hire Date	5/16/2012	Transportation	
Smith, Jerry	Driver	Original Hire Date	1/8/2018	Transportation	
Snyder,Michael	Driver	Rehire Date	2/21/2018	Transportation	
Solomonson,Chad K	Driver	Original Hire Date	1/27/1995	Transportation	
Sonday, Timothy R	Driver	Original Hire Date	9/30/2007	Transportation	Yes
Steinhoff,Franklin D	Driver	Rehire Date	10/10/2016	Transportation	
Tanis,William J	Driver	Original Hire Date	3/18/1985	Transportation	Yes
Thelen,Eric P	Driver	Rehire Date	3/21/2005	Transportation	Yes
Thelen,Roger C	Driver	Original Hire Date	5/26/1987	Transportation	
Thomas,Thomas J	Driver	Original Hire Date	5/28/1996	Transportation	Yes
Trask,Donald Floyd	Driver	Original Hire Date	2/26/2018	Transportation	
Verburg,Josh	Driver	Original Hire Date	11/25/2013	Transportation	Yes
Villeneuve,Neil A	Driver	Original Hire Date	12/29/1997	Transportation	
Vincent,Charlie	Driver	Original Hire Date	8/28/2017	Transportation	
Wade,Arthur John	Driver	Original Hire Date	8/25/2014	Transportation	
Weber,Peter	Driver	Original Hire Date	3/29/1993	Transportation	
Weston,Gary B	Driver	Original Hire Date	5/8/1995	Transportation	Yes
Wicker,Christopher B	Driver	Original Hire Date	5/2/1996	Transportation	Yes
Wilson,Christopher D	Driver	Original Hire Date	5/3/1996	Transportation	Yes
Yerke,Luke A	Driver	Original Hire Date	6/9/2003	Transportation	Yes

Bland,Antwan Marquise	Driver Trainee	Rehire Date	2/27/2017	Transportation	
Donica,David A	Driver, Shuttle	Original Hire Date	11/13/2000	Transportation	Yes
Evoy,Michael G	Driver, Shuttle	Original Hire Date	11/28/1984	Transportation	Yes
Ladd,Nicodemus	Driver, Shuttle	Original Hire Date	9/11/2017	Transportation	
Purvis,Keith A	Driver, Shuttle	Original Hire Date	6/25/2001	Transportation	Yes
Rykse,Edward R	Driver, Shuttle	Original Hire Date	5/15/1981	Transportation	
Silva,Jesse Lee A	Driver, Shuttle	Original Hire Date	3/6/2000	Transportation	Yes
Trask,Michael	Driver, Shuttle	Original Hire Date	5/16/2012	Transportation	Yes
Vaughan,Harley J	Driver, Shuttle	Original Hire Date	6/6/1994	Transportation	Yes
Muniz, Joan M	Driver, Special Delivery	Original Hire Date	4/29/2002	Transportation	
Compton,Jeffrey D	Forklift Operator, Let Down	Original Hire Date	6/16/1997	Warehouse	Yes
Martinez,Kurt J	Forklift Operator, Let Down	Original Hire Date	9/7/1999	Warehouse	Yes
Moore,Frederick G	Forklift Operator, Let Down	Original Hire Date	2/8/1999	Warehouse	Yes
Zarco,Andres	Forklift Operator, Let Down	Original Hire Date	12/21/1998	Warehouse	
Cummings,Scott D.	Forklift Operator, Putaway	Original Hire Date	7/8/1991	Warehouse	Yes
Dejonge,Michael P.	Forklift Operator, Putaway	Original Hire Date	11/17/1991	Warehouse	Yes
Derr,Mark W.	Forklift Operator, Putaway	Original Hire Date	7/9/1993	Warehouse	
Donker,Gary R	Forklift Operator, Putaway	Original Hire Date	1/29/1980	Warehouse	Yes
Lobbezoo,Craig W.	Forklift Operator, Putaway	Original Hire Date	9/17/1990	Warehouse	
Moroski,Mark C	Forklift Operator, Putaway	Original Hire Date	10/13/1982	Warehouse	Yes
Vankomen,John J	Forklift Operator, Putaway	Original Hire Date	9/12/1994	Warehouse	Yes
Veldman,Brian T.	Forklift Operator, Putaway	Original Hire Date	3/31/1991	Warehouse	Yes
Wierenga,Randy S	Forklift Operator, Putaway	Original Hire Date	4/3/1989	Warehouse	Yes
Thompson,Carl L.	Inbound (Will Call) Selector	Original Hire Date	5/11/1992	Warehouse	
Lemmen,Timothy S	Inbound Receiver	Original Hire Date	10/4/1988	Warehouse	Yes
Lenhart,David J	Inbound Receiver	Original Hire Date	5/28/1980	Warehouse	Yes
Van Otteren,Jeffrey	Inbound Receiver	Original Hire Date	8/17/1978	Warehouse	
Waite,Gerald R	Inbound Receiver	Original Hire Date	5/29/1979	Warehouse	Yes
Chambers,Reginald	Outbound Loader	Original Hire Date	6/12/2000	Warehouse	Yes
Mortensen,Jared C	Outbound Loader	Rehire Date	6/5/2011	Warehouse	
Rivas,Anthony	Outbound Loader	Rehire Date	2/13/2017	Warehouse	
Sipperley,Erik James	Outbound Loader	Original Hire Date	12/5/2016	Warehouse	
Aguirre Rojas,Christopher Ivan	Outbound Selector	Original Hire Date	1/30/2017	Warehouse	
Black,Corey Adam	Outbound Selector	Rehire Date	11/7/2016	Warehouse	
Blanchard,Matthew Mark	Outbound Selector	Original Hire Date	1/23/2014	Warehouse	
Brady,James Russell	Outbound Selector	Original Hire Date	2/13/2017	Warehouse	
Brown,Ryan Savon	Outbound Selector	Original Hire Date	1/29/2018	Warehouse	
Butterfield,Wesley Ronald	Outbound Selector	Original Hire Date	4/16/2018	Warehouse	

Byars,Jared	Outbound Selector	Original Hire Date	3/12/2018	Warehouse	
Byars,Patrick Ryan	Outbound Selector	Original Hire Date	10/24/2016	Warehouse	
Castillo,Juan	Outbound Selector	Original Hire Date	11/30/2015	Warehouse	
Collins,Andre Manuel	Outbound Selector	Original Hire Date	12/18/2017	Warehouse	
Compton,Jamie L	Outbound Selector	Original Hire Date	9/4/1996	Warehouse	Yes
Cortes,Omar	Outbound Selector	Original Hire Date	8/15/2016	Warehouse	
Croom,Lethaniel	Outbound Selector	Original Hire Date	4/9/2018	Warehouse	
Dekock,Tyler David	Outbound Selector	Original Hire Date	4/18/2016	Warehouse	
Dykstra,Kasey S	Outbound Selector	Original Hire Date	1/9/2017	Warehouse	
Ellsworth,Austin Michael	Outbound Selector	Original Hire Date	7/31/2017	Warehouse	
Haight,Austin J	Outbound Selector	Original Hire Date	12/7/2015	Warehouse	
Hall,Brandon James	Outbound Selector	Rehire Date	7/10/2017	Warehouse	
Hojnacki,Michael	Outbound Selector	Original Hire Date	6/5/2011	Warehouse	Yes
Ibarra Rivas,Jonathan	Outbound Selector	Original Hire Date	4/10/2017	Warehouse	
Jones,Jordan Matthew	Outbound Selector	Original Hire Date	6/5/2017	Warehouse	
Jordan,Davonte M	Outbound Selector	Original Hire Date	3/12/2018	Warehouse	
Lamson,David Andrez	Outbound Selector	Original Hire Date	12/4/2017	Warehouse	
Lipka,Denis Michael	Outbound Selector	Original Hire Date	5/21/2018	Warehouse	
Manning,Alexander Joseph	Outbound Selector	Original Hire Date	5/21/2018	Warehouse	
Martin,Gary R	Outbound Selector	Rehire Date	10/24/2016	Warehouse	
Massey,Alexander James	Outbound Selector	Original Hire Date	10/30/2017	Warehouse	
Montoya,Giovanni	Outbound Selector	Original Hire Date	3/26/2018	Warehouse	
Mosti,Jonathan James	Outbound Selector	Original Hire Date	3/27/2017	Warehouse	
Nichols,Joshua B	Outbound Selector	Original Hire Date	6/16/2013	Warehouse	
O'Brien,Jacob Patrick	Outbound Selector	Original Hire Date	3/12/2018	Warehouse	
O'Dell,Tyler Patrick	Outbound Selector	Original Hire Date	11/21/2016	Warehouse	
Parente,Alex	Outbound Selector	Original Hire Date	11/30/2015	Warehouse	
Peless,Jarrod Richard	Outbound Selector	Original Hire Date	2/16/2014	Warehouse	Yes
Rodriguez,Victor	Outbound Selector	Original Hire Date	11/30/2015	Warehouse	
Sanchez,Zachary Ryan	Outbound Selector	Original Hire Date	3/26/2018	Warehouse	
Stinson,Alvin Eugene	Outbound Selector	Original Hire Date	10/9/2017	Warehouse	
Swindall,Demetrius Dontell	Outbound Selector	Rehire Date	5/30/2018	Warehouse	
Vanderwarf,Dylan Michael	Outbound Selector	Original Hire Date	1/30/2017	Warehouse	
Velazquez,Jose Bruno	Outbound Selector	Original Hire Date	7/20/2014	Warehouse	
Versluis,Ned R	Outbound Selector	Original Hire Date	11/8/1999	Warehouse	Yes
Walker,Johnathan Latwon	Outbound Selector	Original Hire Date	4/16/2018	Warehouse	
Westerling,Colton James	Outbound Selector	Original Hire Date	1/8/2018	Warehouse	
Willard,Ryan Steven	Outbound Selector	Original Hire Date	1/30/2017	Warehouse	

Wright,Jacob Wade

Outbound Selector

Original Hire Date

3/14/2016

Warehouse

Blue highlight indicates associate who was employed in a voting unit position on 12.18.14. (114 blue out of 190 total voting unit employees)

Note: Anthony Rivas was employed on 12.18.14, termed in 2016 and was subsequently rehired in 2017.

Note: Michael Snyder was employed on 12.18.14, termed in 2016 and was subsequently rehired in 2018.

Note: Justin Sclappi is currently employed by Sysco Grand Rapids as a delivery driver at our Alanson domicile. His employment with Sysco began 2/8/16. Prior to his Sysco employment, he was employed by PMP (a temp driver placement service) and was assigned to work at Sysco.

There is a total of 63 signed authorization cards.